

WATERWORKS  
7/1/10 – 6/30/13

**LABOR CONTRACT**

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**July 1, 2010– June 30, 2013**

**Manchester Water Works  
281 Lincoln Street  
Manchester, NH 03103**

**and**

**United Steelworkers AFL-CIO-CLC  
on Behalf of its  
Local 8938**

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PREAMBLE

The purpose of the following Agreement is to increase general efficiency in the Manchester Waterworks (hereinafter referred to as the “Department”), to maintain harmonious relationships between the Department and its employees and to promote the morale, welfare, rights, and well-being of the employees of the Department. All Articles of this Agreement are to be construed so as to effectuate these purposes.

## DEFINITIONS

The "Board" shall be defined as the Board of Water Commissioners. The "Administration and or Management" shall refer to the Waterworks Director and to other Management personnel empowered to act on behalf of the Board.

The "Union" shall refer to the United Steelworkers AFL-CIO-CLC on behalf of its local 8938.

"Employee" as referred to in this Agreement shall be defined as a permanent full-time employee who has completed the initial 6 months probation period and whose position is included in the bargaining unit.

ARTICLE 1

RECOGNITION

1.1 The Board of Water Commissioners and the City of Manchester, NH recognize the United Steelworkers, in behalf of its affiliated Local 8938, as the exclusive representative of the bargaining unit as defined below for the purpose of collective bargaining with respect to wages, hours of employment and other conditions of employment, other than those managerial policies included under RSA 273-A:1:XI as follows: The phrase "managerial policy within the exclusive prerogative of the public employer" shall be construed to include but shall not be limited to the functions, programs and methods of the public employer, including the use of technology, the public employer's organizational structure, and the selection, direction and number of its personnel so as to continue public control of governmental functions.

1.2 Bargaining Unit to which this Agreement is applicable shall consist of all permanent, full-time Waterworks Department employees who have completed an initial probation period in the following categories: Accountant I, Accounting Specialist II, Accounting Technician, Conservationist, Customer Service Representative, I, II, and III, Electrician II, Engineering Technician I and II, Equipment Mechanic II, Equipment Operator IV and V, Inventory Specialist, Laboratory Technician I and II, Maintenance Mechanic, Meter Reader I and II, Process Control Technician, Public Service Worker II and III, Utility Inspector I, Water Meter Technician, Watershed Patrol Officer I and II, WTP Operator I and

ARTICLE I – RECOGNITION (continued)

II, WTP Operator Trainee, Water Works Emergency Technician, Water Works Supervisor and excluding all other employees of the Department.

1.3 Excluded from the Bargaining Unit and from representation by the exclusive representative are those employees in the following management classifications:

Administrative Assistant II, Administrative Services Manager I, Assistant Water Works Director, Civil Engineer I and II, Distribution Operations Superintendent, Engineering Technician III, Equipment Maintenance Superintendent I, Financial Analyst I, Information Support Specialist, Meter Operations Superintendent, Purchasing Agent, Utility Billing Supervisor, Utility Inspector II, Water Distribution Administrator, Water Finance Administrator, Water Supply Administrator, Watershed Forester, WTP Chief Operator and Water Works Director.

ARTICLE 2

MANAGEMENT RIGHTS

2.1 Except as specifically modified by this Agreement, the management of the Waterworks

Department in all its phases and details shall remain vested exclusively in the Board and Administration.

2.2 Nothing in this Agreement shall impair the right of any public agency or private individuals(s) or business(es), other than the Manchester Waterworks, to contract for work or services of the nature ordinarily performed by the Waterworks Department.

2.3 The Waterworks Department recognizes the concern of the Union in regard to contracting or subcontracting work which results in a reduction of the work force.

If the Department is planning to contract out work which is now being performed by bargaining unit employees, the Department will give as much advance notice to the Union of its intentions as reasonably possible. Furthermore, the Department will make every effort to absorb affected employees into other positions within the department for which they are qualified.

ARTICLE 3

RIGHTS AND DUTIES OF EMPLOYEES

3.1 The Board and Administration agree that there shall be no interference, restraint or coercion against any employee because of presenting a grievance, or against any employee who may represent others in the discharge of his duties as a member of any committee as outlined herein. The employee agrees to perform loyal and efficient work and service, and to use his/her best efforts to promote and advance the interests of the Department.

3.2 The Department agrees to allow the authorized representative of the International Union access to the departmental premises during working hours for the purpose of conferring with the local union representatives and/or the employer on pending disputes or grievances, provided such representative shall not interfere with the employees or cause them to neglect their work.

ARTICLE 4

NON-DISCRIMINATION

4.1        Non-Discrimination by the City

The City and the Waterworks Department agree there shall be no interference with the right of employees to become or continue as members of the Union.

4.2        Non-Discrimination by the Union

The Union Officers and Members agree not to discriminate in any way against employees who are not members of the Union, or to bar employees from joining or remaining in the Union, except for non-payment of dues.

4.3        The City, the Department and the Union agree not to discriminate in any way against employees covered by this Agreement on account of religion, race, creed, color, national origin, sex, mental handicap, age or physical handicap, except where age or physical condition are bona fide qualifications for employment.

ARTICLE 5

STRIKES AND LOCKOUTS PROHIBITED

5.1 Under no circumstances will an employee cause, encourage, sponsor or participate in any strike, sit-down, stay-in, stay-out, sick-in, sick-out, work slowdowns, picketing or patrolling of any kind, multiple resignations, withholding of services or any curtailment of work or restriction or interference with the operations of the Waterworks. In the event of any such activity, neither the Board nor the Administration shall be required to negotiate on the merits of the dispute which gave rise to such activity until any and all such activity has ceased.

5.2 Should any employee or group of employees covered by this Agreement engage in any activity prohibited by 5.1 above, the Union shall forthwith disavow any such activity and shall take all reasonable means to induce such employee or group of employees to terminate such activity forthwith, including, but not limited to any and all disciplinary measures which may be taken.



ARTICLE 6

UNION SECURITY

6.1 DUES DEDUCTIONS:

The Department and the City agree to authorize the deduction of dues from each employee in the bargaining unit who has signed and submitted an authorization form, and the City shall forward such dues deductions once each month to the International Treasurer, United Steelworkers , P.O. Box 951667, Cleveland, OH 44193.

The amount of dues deductions will be included on the Employee's Authorization Form which contains the employee's signature. The monthly dues will be in accordance with the information transmitted by the International Secretary Treasurer.

Changes in the hourly rate and extended total amount of dues deductions for individual employees will be made not more often than twice each year, such changes to be made in the first pay period in March and September and such information shall be transmitted by the Union to the Water Financial Administrator, Manchester Water Works at least two weeks prior to the effective date on such form as required by the Department. If an employee has no check coming, or if the amount of the check is not large enough to satisfy the dues, then no deduction will be made from that employee.

6.2 MAINTENANCE OF MEMBERSHIP:

Each member of the Bargaining Unit who, on the effective date of this agreement

ARTICLE 6 – UNION SECURITY (continued)

is a member of the Union, and each employee who becomes a member of the Bargaining Unit and the Union after that date shall continue his/her membership in the Union during the duration of this agreement; provided, however, that an employee may, at his/her discretion and in writing, withdraw from membership in the Union anytime within twenty (20) calendar days prior to the expiration date thereafter. The Union shall post notices on departmental bulletin boards thirty (30) calendar days prior to the expiration date to so notify employees of their right to withdraw from membership in the Union.

The City shall notify the Union within five (5) working days of the cancellation of dues deductions by an employee who had previously signed an authorization for said deduction.

Effective January 1, 2008, members of the bargaining unit, hired after November 20, 2007, who are not members of the Union shall be required to pay agency fees, in lieu of union dues, to the Union.

Any Employee who is a member of the Bargaining Unit and is not a member of the Union and who does not pay agency fees but wishes to have the Union represent him/her in a grievance, shall assume full financial responsibility as to the actual cost of processing the grievance. Collection of such fees shall be the sole responsibility of the Union.

6.3      SAVINGS CLAUSE:

The Union shall indemnify and save the Department and the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the City or the Department for the purpose of complying with any of the provisions of this Article, or in reliance on any list, notice or assignment furnished under any of such provisions.

ARTICLE 7

WAGES

7.1 Effective July 1, 2010, the Salary Schedule shall be increased by one and one half percent (1.5%). (See Salary Schedule attached and made part of this agreement.)

Effective July 1, 2011, the Salary Schedule shall be increased by two and one half percent (2.5%).

Effective July 1, 2012, the Salary Schedule shall be increased by two and one half percent (2.5%).

7.2 Employees will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. An incomplete evaluation will be considered a satisfactory evaluation. This process may be changed at any time by mutual agreement. Evaluation step increases will stop when an employee reaches Step 13 on the pay matrix.

7.3 Employee appeals on their annual performance evaluation will be according to the process mutually agreed to by the Union and the City. See Appendix A.

7.4 The longevity waiting periods for employees shall be 5-10-15-20-25-30-35-40 and 45 years of service. An increase of three-percent (3%) will take effect on the employee's anniversary date of employment.

ARTICLE 7 – WAGES (continued)

7.5 Employees being promoted from one grade to a higher grade shall be placed on the step which will provide for a minimum of a ten-percent (10%) increase in salary.

7.6 Employees who have attained the requirements for the achievement grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade in accordance with the provisions Appendix B, attached and made part of this agreement.

7.7 When it becomes necessary to alter an employee's time card/slip and when the alteration will affect an employee's pay, the Department will make every effort to notify the employee at the time the alteration is made, provided, however, that this clause shall not be grievable.

ARTICLE 8  
HOURS OF WORK

8.1        The usual work day for full-time employees shall be eight (8) hours of work. The Department may allow a transition period to accommodate special concerns for employees who currently work a seven (7) hour day.

8.2        The usual work week shall consist of five consecutive days of work in a seven day period.

8.3        Exceptions to the above daily and weekly work schedules may be made for employees in the Water Supply Division, who may be assigned to schedules consisting of additional hours per day with less than five consecutive days of work in a usual work week.

8.4        Nothing in the above sections is to be considered a guarantee or requirement that the Department shall be required to retain employees for a full day or full week if no work is available.

8.5        The Treatment Plant schedules will be posted two (2) weeks in advance, subject to change.

ARTICLE 9

SENIORITY

9.1      DEFINITION

There shall be two types of seniority:

- (a)    Department Seniority
- (b)    Classification Seniority

Department Seniority shall relate to the time an employee has been continuously employed by the Department

Classification Seniority shall relate to the length of time an employee has been employed in a particular grade classification.

9.2      DEPARTMENT AND CLASSIFICATION SENIORITY shall prevail in matters concerning lay-offs and re-calls.

9.3      DEPARTMENT SENIORITY shall be considered in promotion.

9.4      CLASSIFICATION SENIORITY

Upon receiving a promotion an employee's name shall be entered at the bottom of that particular classification seniority list to which he/she has been promoted, regardless of his/her Department seniority, and he/she shall be considered to be the junior or younger employee in that classification regardless of the Department seniority of other employees already in that job, until such time as other promotions are made into this classification. New

ARTICLE 9 SENIORITY (continued)

promotions shall be entered at the bottom of that particular classification seniority list concerned.

9.5        Until an employee has served the six (6) month initial probationary period, it shall be deemed that he/she has no seniority status, and he/she may be discharged or laid off and such discharge or lay-off shall not be subject to the grievance procedure.

9.6        An employee shall not forfeit seniority during absences caused by:

(a)    Illness or injury resulting in total temporary disability due to his/her regular work with the Department, certified to by an affidavit from the Workers Compensation Adjuster.

(b)    Illness or injury not the result of his/her misconduct, resulting in total temporary disability, certified to by a physician's affidavit every three months.

9.7        Employees on extended absence for illness or injury shall not accrue seniority during such absence beyond 18 months.

9.8        Employees on personal leave of absence without pay shall not accrue seniority during such absence, but shall not forfeit seniority accrued at the start of such leave of absence.

9.9        An employee shall lose his/her seniority for, but not limited to, the following reasons:



ARTICLE 9 SENIORITY (continued)

(a) If an employee is discharged and if such discharge is not overruled by an appropriate authority.

(b) If he/she resigns.

9.10 The Administration shall establish Seniority lists of all department employees in the Bargaining Unit, which shall be brought up-to-date no later than January 31 and July 1 of each year and immediately posted thereafter on the bulletin boards for a period of not less than thirty (30) calendar days. A copy of the Seniority Lists shall be mailed to the Local Union Financial Secretary and to the Union President.

Any objection to the Seniority Lists as posted shall be reported in writing to the Division Head within fifteen (15) calendar days from the date said list is posted or the lists shall stand approved.

ARTICLE 10

LAYOFFS

10.1 In the event of a layoff, employees shall be laid off by classification and by Department Seniority. Employees in a classification which is to be reduced as a result of a change in operations or a reduction in funding shall be laid off in reverse order of departmental seniority; i.e., the employee in the affected classification with the least departmental seniority shall be laid off first.

10.2 An employee in a higher classification whose position is abolished shall have the right to replace an employee in the next lower or lateral classification for which he/she is qualified and provided he/she has greater departmental seniority. Such replaced person shall have similar replacement rights.

10.3 Employees who are laid off shall have recall rights in the inverse order of the layoff; that is, the last person laid off shall have first right to recall if he/she has the qualifications for the job to be performed.

Employees shall have recall rights for a period of two years from the date laid off.

Employees who are laid off shall be responsible for notifying the Waterworks and the Human Resources Department of any change of address.

When a vacancy occurs for which the laid off employee is qualified then he/she shall be notified by registered mail at his/her last known address to contact the Department.

ARTICLE 10 LAYOFFS (continued)

The employee shall have fifteen (15) work days from the date of notification to be available to return to work.

If the employee does not reply to the notification within fifteen (15) work days then such employee's name shall be passed over for the immediate recall but shall remain on the list for future recall within the agreed to two-year period.

If the employee contacts the Department within the fifteen (15) work days but is not able to report to work, due to health, physical or other sound reasons then such employee shall be passed over for the immediate recall, but shall remain on the list for future recall within the agreed to two-year period.

10.4 During the time an employee is laid off he/she shall retain seniority rights and shall continue to accrue departmental seniority, but shall not accrue any other benefits during the time of layoff. Such accrual of seniority rights shall not extend beyond 18 months from the date the employee was laid off.

10.5 In the event an employee in a higher classification replaces an employee in a lower classification and pay grade as a result of a layoff, then such employee shall retain his/her same rate of pay for a period of 52 weeks from the date of reduction in classification and pay grade. After 52 weeks the employee shall be reduced in pay to the same pay step in the lower classification salary range as was held before the reduction to the lower classification.

ARTICLE 11

PROMOTIONS

11.1 The Management reserves and shall have the right to make promotions primarily on the basis of qualifications, ability to perform the work, absentee record, performance of duty and related factors, but shall consider departmental seniority where all other factors are relatively equal.

11.2 A promotion is defined as an advancement to a position assigned to a higher pay grade.

11.3 Whenever possible and practical, vacancies in permanent positions within the Bargaining Unit which Management has determined need to be filled shall be filled through promotions of regular, permanent employees who are qualified to perform the work.

11.4 Jobs within the Bargaining Unit which are to be filled through promotion shall be posted on the bulletin boards for a period of five working days. Management will post all vacancies with 90 calendar days of receipt of approval to fill the vacancies. Management will determine within twenty-five (25) work days after the job posting period if the employees who have applied for the position meet the requirements under Section 11.1 above or if the position will be filled from outside the Bargaining Unit.

If the position is filled through the selection of a candidate within the Bargaining Unit, the Management will post a notice of award of the job to the successful candidate within twenty-five (25) work days after the job posting period; however, the actual date of promotion

ARTICLE 11 PROMOTIONS (continued)

to the job may be after the twenty-five (25) work days period, depending on the date the position actually is vacated and on receiving approvals to fill the position.

Vacancies in management positions which are excluded from the bargaining unit shall be posted on the department bulletin board, provided, however, that appointment to these positions shall not be subject to the grievance procedure of this contract.

11.5 When an award of a promotion is made, the name of the person promoted shall be posted for five (5) working days following said award. Employees who applied for the posted position(s) may file a grievance within eight (8) days of the first day of the posting period, in accordance with the grievance procedure.

11.6 An employee who is promoted to a higher level position shall be placed in a probationary status for a period not to exceed six (6) months in the higher position. The employee shall periodically be evaluated to determine if he/she is performing the job in a satisfactory manner. If an employee is not able to satisfactorily perform the higher level duties, then he/she shall be reduced in status to the same classification, pay grade and pay step as he/she would have obtained prior to promotion.

Effective on the date of ratification of this Agreement, all new employees hired in the position of Water Treatment Plant Operator (WTPO) Trainee, WTPO I, and II shall serve a probationary period not to exceed eighteen (18) months; provided however, that the Union shall have the right to represent them after the completion of six (6) months of service. The

ARTICLE 11 PROMOTIONS (continued)

parties agree that such new employees shall be required to obtain a Grade II WTPO's Certification of Competency from the State of NH within eighteen (18) months of their date of hire as a condition of employment and further that failure to obtain such license within the eighteen (18) months shall be cause for termination.

11.7 Employees in the Division where the vacancy occurs who are on vacation during the entire posting period shall be automatically placed on the list for consideration for the position(s); provided, however, that such employee may, at his/her discretion, have his/her name removed from the list within five (5) work days of returning to work.

ARTICLE 12

CALL BACKS AND OVERTIME

12.1      OVERTIME

The Department may mandate overtime work in emergency situations of hazard to public health, safety or property, for unusual situations requiring immediate attention and for work which cannot be scheduled during the usual work day or usual work week. Employees who refuse to work overtime as required by the Department shall be subject to disciplinary action. The Department recognizes it may be difficult for individual employees to work overtime in a particular occasion and the Department will give due consideration to requests for relief from overtime work.

12.2      PAYMENT FOR OVERTIME WORK

All time worked in excess of the usual work day and all time worked in excess of the usual work week shall be paid at the rate of time and one-half, except as otherwise provided in this Article.

The overtime premium shall not be pyramided, compounded, added together or paid twice for the same time worked.

Paid holidays occurring during the work week shall be counted as hours worked for the purpose of determining the eligibility for overtime premium pay.

ARTICLE 12 CALLBACKS AND OVERTIME (continued)

12.3      CALL BACKS

Any employee who has left his/her place of employment and is recalled to work prior to the next scheduled work shift shall be paid for a minimum of three (3) hours at the rate of time and one-half; provided, however, that an employee who is called back for overtime or residence within the three (3) hour minimum guarantee may be called back for additional emergency or overtime without an additional three (3) hours minimum work guarantee. It is the purpose and intent of this section to assure an employee of at least three (3) hours of pay at overtime rates for the inconvenience of being called back to work between the scheduled work shifts, but not to be separately paid for several call backs within the three (3) hours minimum guarantee period.

Any employee who is called back to work shall be paid from the time such employee is notified to report to work; provided, however, if such employee does not appear at the designated work site within 30 minutes after being notified then such payment shall commence from the time of arrival at the work site.

12.4      Any employee who is called in one hour or less prior to the start of his/her scheduled work shift shall receive such time at the overtime rate, but is excluded from the three (3) hour minimum guarantee outlined in the previous subsection of this section.



ARTICLE 12 CALLBACKS AND PROMOTIONS (continued)

12.5 Departments may schedule employees to start their next scheduled work shift at a time earlier than the usual time without extra compensation under the overtime or call back provisions of this section, provided such change in schedule is made prior to the completion of the shift the preceding work day.

12.6 The Department will not schedule employees on split shifts for the sole purpose of avoiding the payment of overtime.

12.7 No temporary employee shall be assigned to any overtime work until all qualified regular employees in that division have had the opportunity for such assignment. This shall not apply in emergency situations where delays could cause damage. Temporary employees will be allowed to work one (1) hour or less of overtime without the department having to offer the overtime to regular employees.

12.8 Employees in the bargaining unit shall be paid double time for all work performed in excess of sixteen (16) consecutive hours as a continuation of a work shift or as a result of being called out to do emergency work.

12.9 Any unscheduled work of an emergency nature performed on a Holiday shall be paid at the rate of double the regular hourly rate of pay.

12.10 Any employee dropping off or picking up the emergency vehicle on a Holiday will be compensated with one (1) hour of straight time pay.

ARTICLE 13

STANDBY

13.1 Effective the first pay period following ratification of this Agreement, and continuing during the term of this Agreement, employees who are assigned during their normal off-duty hours by the Department to standby duty shall be in immediate communication with the the Department during the Standby period and shall report to work immediately upon call, but in no case longer than 30 minutes from the time of first contact. Employees who are assigned standby duty and who cannot be contacted to report for duty or who fail to respond after being contacted shall be subject to disciplinary action. Payment for responding to an emergency call shall be in accordance with Article 12, Section 12.3.

13.2 The scheduling of standby and the continuation of the standby crew system shall be at the discretion of the Administration. All procedures for standby are Management functions and shall be set up by the Administration. Employees shall be required to serve on standby crews as needed.

13.3 Effective on January 1, 2008 or the date of ratification of this Agreement whichever comes later, employees who are assigned to standby duty shall be paid seventeen dollars (\$17.00) per day for Monday, Tuesday, Wednesday, Thursday and Friday and twenty-six dollars (\$26.00) per day for Saturday, Sunday, holidays, Christmas Eve and New Years Eve. The holiday rate will not be compounded.

ARTICLE 13 STANDBY (continued)

13.4        The standby schedule may vary according to the regular schedule of the employees who are assigned to standby duty.

13.5        The employer agrees to provide "Beepers" or similar devices to employees who are assigned to standby duty. Regulations for the use, care and maintenance of such "Beepers" will be promulgated by the Administration.

ARTICLE 14

PLUS RATES FOR TEMPORARY ASSIGNMENTS

TO HIGHER GRADE CLASSIFICATIONS

14.1 Hourly paid employees will be compensated on a Plus Rate basis for working in higher level classifications for which they are qualified and to which they are assigned for each completed hour of work in such higher level assignments.

14.2 Effective on the date of ratification of this Agreement, employees will be compensated on a plus rate basis of five percent (5%) above their present rate of pay or the entrance rate of the higher classification whichever is higher.

ARTICLE 15

NIGHT SHIFT PREMIUM

15.1 Effective on the date of ratification, any permanent full-time employee in the Bargaining Unit who is assigned to a permanent night shift or on a rotating basis to the night shift shall be paid ninety cents (\$.90) per hour in addition to the regular rate of pay for such assignment. Effective July 1, 2009, the night shift premium shall be increased to ninety-five cents (\$.95) per hour.

Such premium shall apply when half or more of the shift is scheduled after 6:00 PM and before 7:00 AM and shall be paid for all hours worked on such shift.

15.2 An employee shall be paid a night shift differential only while the employee is actually working on such a shift or is on authorized vacation or sick leave with pay, provided that he/she is so assigned both immediately before and after such leave; and further provided that such premium pay shall not continue for more than thirty (30) days while on paid sick leave.

ARTICLE 16

HOLIDAYS

16.1 COMPENSATION FOR ABSENCE ON HOLIDAYS:

All permanent full-time employees of the department shall receive their regular compensation for the following legal holidays or parts thereof or any other day proclaimed as a holiday by the Board of Mayor and Aldermen, during which the public offices of the City are closed:

New Year's Day	Columbus Day
Civil Rights Day *	Biennial Election Day
Washington's Birthday	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Christmas Day
Labor Day	

Employees who work rotating shifts at the Water Treatment Plant shall receive eight (8) hours of pay at straight time for all Holidays.

- Civil Rights Day will be celebrated as a floating holiday, subject to the Memo of Understanding regarding Vacation Policy, appended hereto.

ARTICLE 16 (HOLIDAY) (continued)

16.2        COMPENSATION FOR A HOLIDAY FALLING ON A REGULARLY  
SCHEDULED DAY OFF:

Except for employees regularly scheduled to work on a shift basis, when a holiday is listed in Section 16.1 above falls on a Saturday, the preceding Friday shall be observed as the legal holiday, and when the legal holiday falls on Sunday, the following Monday shall be observed as the legal holiday.

16.3        COMPENSATION FOR WORK PERFORMED ON HOLIDAYS

Any permanent full-time employee, who is required to perform work or to render services on one of the holidays listed in Section 16.1 shall be compensated therefore as follows:

(a) Employees assigned to the hourly employees' schedule shall receive their regular pay for the holiday, plus payment at time and one-half their regular rate of pay for all hours worked on a holiday.

(b) Emergency work performed on a holiday shall be paid in accordance with Section 12.9 of this Agreement.

ARTICLE 16 – HOLIDAYS (continued)

16.4        FORFEITURE OF HOLIDAY PAY:

Any employee shall forfeit his/her right to payment for any holiday if he or she has an unexcused absence on the last regular work day preceding such holiday or on the next regular work day following such holiday.

16.5        EFFECT OF HOLIDAYS ON OVERTIME:

Paid Holidays occurring during the work week shall be counted as hours worked for the purpose of determining straight time hours for overtime purposes.



ARTICLE 17

VACATION

17.1 All permanent full-time employees in the bargaining unit shall be eligible for vacation leave with pay after the completion of six months of continuous service.

Vacation credits shall accrue during the first six months of employment, but an employee shall not be eligible to use such vacation credits until the completion of six months of continuous service. If an employee is terminated for any cause during the first six months of employment, he/she shall not have earned any vacation credits and shall not be eligible for payment for any vacation credits.

17.2 Employees who are initially employed in a full-time temporary status and who are subsequently appointed to a permanent full-time status, without a break in service, shall be allowed credit for the time served in the temporary status towards accrual of vacation leave benefits.

17.3 Vacation leave policy for regular department employees shall be as follows:

- (a) Accrual rate for two (2) calendar weeks begins on date of hire.
- (b) Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.

ARTICLE 17 VACATIONS (continued)

- (c) Accrual rate for four (4) calendar weeks begins at the beginning of fifteen (15) years of continuous service.
- (d) Accrual rate for five (5) calendar weeks begins at the beginning of twenty (20) years of continuous service.

17.4 Absence on account of sickness, injury or disability in excess of that hereinafter authorized for such purpose may, at the request of the employee and with the discretion of the department head, be charged against earned vacation leave allowance.

17.5 Each division shall keep records of vacation leave allowances and shall schedule vacation leaves with particular regard to the seniority of employees, to accord with operating requirements and, insofar as possible, with the request of the employee. Vacations shall be scheduled at the discretion of the department head to provide the least disruption of departmental operations.

17.6 Hourly rated employees shall be paid at their regular straight time basis, not to exceed 8 hours of pay for a vacation day. No vacation benefits shall be paid at time and one-half.

17.7 In the event that a paid holiday as prescribed in this Agreement falls during the week an employee is on vacation, such Holiday shall not be charged against the vacation time.

ARTICLE 17 – VACATION (continued)

17.8 No employee shall be permitted to accrue in excess of two (2) times his/her annual earned vacation time, i.e. employees who earn ten (10) days of vacation per year shall have no more than twenty (20) days earned vacation to his/her credit at any one time; employees who earn fifteen (15) days of vacation per year shall have no more than thirty (30) days earned vacation to his/her credit at any one time; employees who earn twenty (20) days of vacation per year shall have no more than forty (40) days earned vacation to his/her credit at any one time; employees who earn twenty-five (25) days of vacation per year shall have no more than fifty (50) days earned vacation to his/her credit at any one time.

17.9     VACATION BUY BACK Members of the bargaining unit will be entitled to buy back accrued vacation time according to the following formula:

2005 – Those employees who used six (6) sick days or less in the previous calendar year would be entitled to buy back up to five (5) vacation days in full day increments. Employees who used more than six (6) sick days in the previous year would be entitled to buy back one (1) vacation day.

2006 & 2007 – Employees who used six (6) sick days or less in the previous calendar would be entitled to buy back up to five (5) vacation days in full day increments. Employees who used more than six (6) sick days in the previous year would be entitled to buy back up to two (2) vacation days in full day increments.

ARTICLE 18

SICK LEAVE

18.1 All permanent full-time employees in the bargaining unit shall be eligible for sick leave with pay after satisfactory completion of the probationary period following initial employment. Sick leave credit shall accrue at the rate of one and one-quarter work days with pay for each completed month of service.

18.2 Employees who are initially employed in a temporary full-time status and who are subsequently appointed to a permanent full-time status, without a break in service, shall be allowed credit for the time served in the temporary/full-time status towards accrual of sick leave benefits.

18.3 Unused sick leave credit may be accumulated up to a maximum of 120 work days at an accrual rate of 1-1/4 days per month.

18.4 Employees who are absent from work on legal holidays, during paid sick leave, paid vacation, for disability arising from injuries sustained in the course of their employment and for all authorized leaves of absence with pay shall continue to accumulate sick leave at the regularly prescribed rate during such absence as though they were on duty, subject to the maximum limitation herein provided.

18.5 Employees who are absent on authorized leaves of absence without pay for not over 10 work days in any 30 calendar day period shall continue to accrue sick leave at the

ARTICLE 18 SICK LEAVE (continued)

regularly prescribed rate during such absence as though they were on duty, subject to the maximum limitation herein provided.

18.6 Any employee eligible for sick leave with pay may use such sick leave, upon approval of his/her department or office head, for absence due to his or her illness, injury; the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave is approved, or for the exposure to contagious disease.

Any employee on sick leave shall inform the division head or designee of the fact and the reason therefore as soon as possible and failure to do so prior to the start of the next work day may be cause for denial for the period of absence. The department head shall require a doctor's certificate before approving sick leave with pay for a period or periods of more than three consecutive work days.

18.7 Absences for a fraction or part of a day that are chargeable to sick leave in accordance with these provisions shall be charged in an amount not smaller than one-half an hour.

18.8 During periods of absence for approved paid sick leave the employee shall be entitled to full pay for such period at the regular rate of compensation, provided however, that hourly employees shall be compensated on the basis of straight time pay not to exceed 8 hours per day and not to exceed 40 hours per week. No sick leave benefits shall be paid on the basis of time and one-half.

ARTICLE 18 SICK LEAVE (continued)

18.9 On separation from City service all sick leave credits shall be cancelled except in case of paid retirement, duty disability retirement or death while in active service. All accrued sick leave not to exceed, eighty (80) accrued days plus one quarter of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) of accrued sick leave shall be paid to the employee or his/her beneficiary under such conditions of separation from service.

18.10 In accordance with the amendments to the Code of Ordinances, Section 33.081 (H), dated April 7, 1987, employees shall be entitled to the benefits contained therein.

18.11 Employees who are on paid vacation who are hospitalized overnight for injury or illness may, at their option and provided they have sick leave credits accrued, have their vacation time changed to paid sick leave for the period of time they are actually hospitalized. This option may not be utilized in increments of less than one (1) day.

ARTICLE 19

SICK LEAVE INCENTIVE

19.1 Employees who use six (6) days or less of sick leave will be granted two (2) incentive days off during the calendar year after they are earned. Employees who use one (1) day or less of sick leave will be granted one (1) additional incentive day off, for a total of three (3), during the calendar year after they are earned. The days off are to be determined by the employee with the approval of the Department.

19.2 An employee must have been employed and working during the entire twelve-month period from January 1, through December 31, and must be a regular employee on December 31 of the calendar year to receive this benefit.

19.3 Sick Leave Incentive Days shall not be accruable and shall not carry over from calendar year to calendar year.

ARTICLE 20

SICK LEAVE BANK

20.1        The Voluntary Sick Leave Bank which has been established to include all full-time Waterworks Department employees who wish to voluntarily participate shall include on its Administrative Committee two representatives of the Bargaining Unit, to be appointed by the President of the Local Union.



ARTICLE 21

JURY DUTY

21.1 The Department recognizes the public responsibility of its employees to serve on jury duty if they are called. The Department requires its employees to work during periods of time not spent on jury duty. The individuals shall report to their supervisors for work assignments when released from jury duty.

21.2 The City shall pay an employee absent for jury service the difference between his/her regular City pay and the payment he/she receives for jury service.

21.3 An employee on jury duty who reports to work for less than one-half day should turn over the jury pay to the department and receive full payment for the day's work from the department. If an employee works over four hours for the department, he/she should then be allowed to keep the jury duty pay and should be paid his/her regular day's pay by the department.

ARTICLE 22

WITNESS DUTY

22.1       The City shall supplement witness fees paid by the judiciary to City employees who are required by their employment to testify in cases before the courts and who are required to appear as witnesses during their off-duty hours. Such witness duty supplemental fees shall be established by the Board of Mayor and Aldermen.

ARTICLE 23

BEREAVEMENT LEAVE

23.1 Effective on the date of ratification, any permanent full-time employee shall be excused from work for not more than five (5) consecutive work days with pay, one day of which shall be the day of the funeral, inclusive, in the event of the death of his/her: Spouse, Father, Mother, Sister, Brother, Child, Father-in-law, Mother-in-law, Son-in-law, Daughter-in-law, or a blood relative or ward residing in the same household.

23.2 Under extenuating circumstances, two (2) additional days with pay may be granted under Section 23.1 above, with written approval of the department head; provided, however, such days are to be charged to the employee's accrued sick leave.

23.3 Special leave of one (1) working day with pay, for the purpose of attending the funeral, shall be granted any permanent employee, as defined in Section 23.1 above, in the event of the death of his/her: Grandmother, Grandfather, Grandchild, Aunt, Uncle, Brother-in-law, Sister-in-law, or ex-spouse.

23.4 Not more than eight (8) hours per day shall be paid for Bereavement Leave and under no circumstances shall Bereavement Leave be paid on an overtime basis.

Employees who work assigned shifts in excess of 8 hours per shift shall be allowed eight hours of such shift as Bereavement Leave under the conditions stated in Sections 23.1 and 23.3 above, with the remaining hours of such shift chargeable to accrued sick leave.

ARTICLE 24

MILITARY LEAVE OF ABSENCE

24.1 Military leaves of absence shall be in accordance with Federal and State law.

ARTICLE 25

MATERNITY LEAVE

25.1 Upon application of the employee on forms to be provided by the City a maternity leave of absence without pay may be granted to permanent, full-time female employees who have been employed at least one (1) year before said application, said leave to commence at the time recommended by the employee's attending physician and to extend for a period not to exceed six (6) months after the birth of the child. If an employee who has been granted a maternity leave of absence in accordance with this provision, shall fail to return to work upon the expiration of such leave of absence, she shall be deemed to have voluntarily terminated her employment, unless she has been certified by her physician as being physically unable to perform her duties.

25.2 An employee shall be entitled to draw her accumulated sick leave benefits with pay for a period not to exceed sixty (60) work days from the date of confinement or the birth of the child, during which time the employee is certified as being physically unable to perform her regular duties, as certified to by an affidavit of the attending physician every thirty (30) days. Requests for such sick leave benefits must be submitted in writing to the department head no later than thirty (30) days after the date of confinement, in order to be eligible for sick leave benefits.

25.3 Extensions of the thirty (30) day paid sick leave benefits may be made by the department head, if circumstances so warrant.

ARTICLE 25 MATERNITY (continued)

25.4        An employee shall not forfeit seniority or other benefits during this leave of absence.

ARTICLE 26

UNION LEAVE OF ABSENCE

26.1 The Department agrees to allow Union representatives reasonable time, without loss of pay, during regular working hours for the purpose of processing grievances; provided such time away from work does not interfere with the work of the employees involved. Such time shall not be withheld unreasonably. The Union representatives shall obtain prior permission to absent themselves from work before leaving a work site and shall obtain prior permission from the immediate supervisor involved before interrupting the work of an employee located at a different work site.

26.2 Union representatives who are elected as delegates to either a State, District or National Convention or a Union seminar may receive leave with pay not to exceed a total of ten (10) work days for the bargaining unit per year to attend such conventions or seminars. The work days may be assigned to the President of the Local and other delegates, provided that no Union officer or Union delegate shall be allowed more than four (4) days per year, and further provided such combination which does not exceed the total of ten (10) work days per year. The leave of absence shall be granted at the discretion of management in order to provide the least disruption of the work of the department. The request for such leave of absence shall be submitted with as much advance notice as possible in order for Management to arrange schedules of work.

ARTICLE 27

SAFETY

27.1 The Department recognizes the need for a safe work area and employees who are conscious of safety requirements of the department.

27.2 A Safety Committee is established which shall be advisory only and recommendations shall not be binding upon the Board and Administration.

27.3 The Safety Committee shall be composed of seven members. The members shall be appointed in the following manner: One member shall be appointed by the Waterworks Commission, who shall serve as Chairman, three shall be appointed by the Waterworks Director from non-bargaining unit employees, and three shall be appointed by the union from among the members of the bargaining unit.

27.4 The Safety Committee shall meet at least once every 45 days and may meet more often at the request of the Chairman.

27.5 The purpose of the Safety Committee is to correlate recommendations to the administration for safety policies and to conduct accident reviews.

27.6 (A) WORK BOOT ALLOWANCE

Effective on January 1, 2008 employees who are required to wear safety work boots or safety work shoes as part of their regular work assignments, necessitated by the type of work in which they are involved, shall be paid a safety work boot allowance not to exceed \$120.00 in any calendar year and payable



ARTICLE 27 – SAFETY (continued)

only upon presentation of a receipt which verifies the purchase of safety work boots or safety work shoes. Multiple pairs of safety work boots or safety work shoes may be purchased per calendar year; however, the total reimbursement amount will not exceed \$120.00 per calendar year.

Also effective on January 1, 2008, employees in the classifications of Engineering Technician I and II shall only be entitled to the work boot allowance every other year.

(B) The procedure for work boot or work shoe allowance is as follows:

1. Employees in their initial six-month probationary period are not eligible for the allowance.
2. The employees must be on the payroll as of the date request for payment is submitted, either in a paid or unpaid capacity, and must not have submitted their request for retirement at the time of applying for payment.
3. The following employees, by job classification, are entitled to the allowance:

SAFETY WORK BOOT OR SAFETY WORK SHOE

ELECTRICIAN, ENGINEERING TECHNICIAN I AND II, EQUIPMENT MECHANIC II, EQUIPMENT OPERATOR IV AND V, INVENTORY SPECIALIST, MAINTENANCE MECHANIC, METER READER I AND II, PROCESS CONTROL TECHNICIAN, PUBLIC SERVICE WORKER II AND III, UTILITY INSPECTOR I, WATER METER

ARTICLE 27 – SAFETY (continued)

TECHNICIAN, WATERSHED PATROL OFFICER I AND II, WTP OPERATOR I AND II, WTP OPERATOR TRAINEE, WATER WORKS EMERGENCY TECHNICIAN, WATER WORKS SUPERVISOR

(C) The allowance is obtained in the following way:

1. A vendor's slip is to be presented to the Supervisor who shall approve it and present it to the accounts payable clerk. If the cost of the safety shoes or safety boots is \$120.00 or more, a check will be issued for \$120.00. If the cost is less than \$120.00, a check will be issued for the amount of the purchase; provided, however, the balance can be applied toward other safety shoe or safety boot purchases in the same calendar year.

2. All vendor slips must be submitted before the 25th of the month to the accounts payable clerk and payments will be available from the payroll clerk by the 15th of the following month.

(D) The above allowance will only be applied towards the purchase of Safety work boots or Safety work shoes. If Safety boots/shoes are purchased, they must be worn during the construction season.

ARTICLE 28

DISCIPLINARY PROCEDURES

28.1 All disciplinary actions shall be applied in a fair manner and shall be consistent with the infraction for which disciplinary action is being taken.

28.2 Disciplinary actions will normally be taken in the following manner:

STEP 1: The Supervisor will give the employee a verbal warning or reprimand, explaining the problem and what corrective action is required.

STEP 2: A continuation of the problem will result in a written reprimand indicating the reason for the reprimand and the action to be taken to avoid the problem in the future. A copy of the reprimand will be placed in the employee's personnel file.

STEP 3: If there are continued infractions of the same nature or no improvement in the performance, the employee may be given an additional written reprimand or may be suspended for one to five days without pay.

STEP 4: Continued violations of rules, regulations or policies may result in termination of employment. Such termination must be approved by the Administration.

28.3 The Administration may take action to suspend or discharge an employee whose conduct is of such a serious nature to require such immediate action, even though there have been no prior warnings or written reprimands.

28.4 A grievance resulting from discharge of an employee shall be given precedence over any other grievance case. Both the Union and the Administration agree to exercise their

ARTICLE 28 – DISCIPLINARY PROCEDURES (continued)

best efforts to settle such cases within five (5) working days after their presentation to the Administration. In the absence of a settlement within the above five (5) working day period, the Union may proceed to the arbitration step of the grievance procedure.

28.5 The personnel record of an employee shall be cleared of written reprimands and memoranda which document verbal warnings after a period of 12 months, provided the employee has satisfactorily corrected the nature of the reprimand and there are no similar infractions committed during the intervening period.

28.6 The personnel record of an employee shall be cleared of suspensions after a period of 24 months, provided the employee has satisfactorily corrected the nature of the suspension and there are no similar infractions committed during the intervening period.

28.7 Employees absent from work for three working days and who fail to call in or report and who have not been granted a leave of absence during that period, or who do not present satisfactory evidence showing they were unable to report, shall be deemed to have quit their employment with the department.

28.8 The local union president shall receive a copy of all suspensions when they occur.

ARTICLE 29

GRIEVANCE PROCEDURE

29.1      DEFINITION:

A grievance is defined as a written claim or dispute arising out of the interpretation, application or compliance with specific articles of this agreement, which is filed and signed by an employee in the bargaining unit.

29.2      PROCEDURE:

Grievances shall be processed in accordance with the procedures contained in the following sections.

29.3      STEPS IN THE PROCESSING OF GRIEVANCE:

STEP 1 - IMMEDIATE SUPERVISOR

If an employee feels that he/she has a grievance he/she will discuss it with the immediate supervisor within five (5) working days of the event giving rise to the grievance or the date the employee could have reasonably been made aware of the event.

A Union representative may be called into the discussion by the employee or the supervisor, if either requests the Union representative's presence.

The Supervisor will give his/her answer within four (4) working days after receiving the grievance.

STEP 2 – DIVISION HEAD

(a) If the employee is not satisfied with the immediate supervisor's answer,

GRIEVANCE PROCEDURE (continued)

and the employee and the Union wish to pursue the matter, then the grievance must be submitted in writing to the Division Head within eight (8) working days from the date of the answer by immediate supervisor. The written grievance must be signed by both the employee and a Union representative and will list the Articles(s) and Section(s) violated, the nature of the complaint and the remedy desired. The Division Head will give his/her answer to the grievance, in writing, within four (4) working days after receiving the grievance, and the Union President shall receive a copy of the answer.

(b) If the grievance involves a suspension without pay or if it involves the dismissal of an employee, then a meeting will be held to discuss the grievance; such meeting to be held within five (5) working days from the date the grievance was received by the Division Head. The Grievant, a Union representative and the Local Union President may attend this meeting.

The Division Head will give his/her answer to the grievance within five (5) working days after the above described meeting.

STEP 3 - DEPARTMENT HEAD

If the Union is not satisfied with the decision of the Division Head, the appeal may be submitted to the Water Works Director in writing, listing the Article(s) and Section(s) violated, the nature of the complaint and the remedy desired, within five (5) working days

GRIEVANCE PROCEDURE (continued)

after the decision of the Division Head is rendered. Within five (5) working days following receipt of the appeal, the Water Works Director shall either issue a written decision or schedule a hearing. Said hearing shall be held no later than ten (10) working days following receipt of the appeal and a written decision shall be rendered within five (5) working days after the hearing. If a hearing is scheduled, the Union President or his/her designee shall attend and the grievant(s) shall attend as determined by the Department Head.

29.3 STEP 4 - PRE-ARBITRATION MEETING

If the Union is not satisfied with the disposition of the grievance in Step 3, then the grieving party shall have five (5) working days to request a pre-arbitration meeting. Such pre-arbitration meeting shall be held within ten (10) working days after the request is submitted. Representatives of Management and the Union will meet with the Chief Negotiator/Contract Administrator to determine if the grievance can be settled without arbitration. A representative of the Human Resources Department shall attend, if necessary. If no settlement is reached as a result of the pre-arbitration meeting, a written answer as to the disposition shall be given to the Union within ten (10) working days of the meeting. The Union must submit the grievance to arbitration within ten (10) working days after receiving the written answer, or the grievance shall be null and void.

29.4 (a) SELECTION OF AN ARBITRATOR

The parties agree that requests for the appointment of an arbitrator will be

GRIEVANCE PROCEDURE (continued)

submitted to the N.H. Public Employee Labor Relations Board, under its rules and regulations.

(b) POWERS OF ARBITRATOR

The Arbitrator shall not have the power to add to, ignore or modify any of the terms and conditions of this Agreement. The Arbitrator's decision shall not go beyond what is necessary for the interpretation and application of express provisions of this Agreement. The Arbitrator shall not substitute his/her judgment for that of the parties in the exercise of rights granted or retained by this Agreement.

The Arbitrator shall have no authority to hear more than one grievance at any time, unless both parties agree, in writing, to such multiple grievances.

The decision of the Arbitrator shall be final and binding; provided, however, that any decision which requires the payment of retroactive wages or adjustments shall not extend prior to the date of the occurrence of the grievance.

(c) COSTS OF ARBITRATION

The expenses of the Arbitrator shall be assessed to the losing party, who shall be designated by the Arbitrator. This provision shall expire on the last day of this Agreement unless it is mutually agreed to continue beyond that date. If there is no mutual agreement, then this article shall revert to the previous provision to equally share the expenses of the Arbitrator. Each party shall pay the expenses of its own witnesses who are not City employees who are called to testify.



GRIEVANCE PROCEDURE (continued)

29.5      TIME LIMITS FOR PROCESSING GRIEVANCES

If a grievance is not reported and/or processed within the time limits set forth in the sections above, the grievance shall be dismissed and no further action shall be taken with respect to such grievance. The above time limits for processing grievances may be extended by mutual written agreement of the parties to this Agreement.

29.6      GRIEVANCE BY MANAGEMENT

A grievance by the Waterworks Director or the Board against the Union shall be presented in writing to the Union President and shall be discussed at a meeting which will include the Union President and an international representative and to be held within ten (10) working days after the grievance is presented.

If a satisfactory agreement is not reached at the meeting as stated above, then the Waterworks Director or the Board may proceed within ten (10) working days of said meeting to present the grievance to arbitration in accordance with Section 29.4 above.

29.7      If a Division Head or the Department Head is the subject of a grievance, then after discussion with the Division Head or the Department Head, the grievance shall be submitted to the next higher step in the grievance procedure, therefore by-passing the lower level steps outlined in Section 29.3 above.

ARTICLE 30

HOSPITAL/MEDICAL INSURANCE

30.1 Effective February 1, 2000 or sooner if practical, the Department shall provide a hospital/medical policy equivalent to Blue Cross/Blue Shield "Blue Choice Plan II", which description is attached hereto as Appendix C, for all bargaining unit members. The Department will pay eighty-seven and one-half (87.5%) percent.

*Effective on the date of ratification of this Agreement, "Blue Choice Plan II" will be replaced by "Blue Choice Plan III". Plan III will be the same as Plan II except the employee's co-pay shall be as follows:*

*Option I (PCP) office visit \$10.00 until 7/1/2003: then \$15.00*

*Option II (direct referral to specialist) office visit \$30.00*

*Emergency room visit \$75.00*

*Generic prescriptions (one month supply) \$10.00*

*Other prescription (one month supply) \$15.00*

*Mail order prescriptions \$1.00*

*Effective on the date of ratification, the City may place newly hired employees who are eligible for Health Insurance into the Matthew Thornton HMO plan until the next*

ARTICLE 30 – HOSPITAL/MEDICAL INSURANCE (continued)

*enrollment period following the employee's one year anniversary, at which time, those employees may elect to remain in Matthew Thornton or elect to change to Blue Choice.*

30.2 It is agreed by all parties concerned that the City reserves and shall have the right to change insurance carriers provided that the benefits are not decreased and the costs to bargaining unit members do not increase above the eighty-seven and one-half (87.5%) percent of the rate set by Blue Cross/Blue Shield set forth in Section 1 above.

30.3 Effective February 1, 2000 or sooner if practical, the Department shall substitute Matthew Thornton Classic Plan with the Matthew Thornton Blue Plan. The Department shall pay ninety-five percent (95%) of that plan's premium cost. It is further agreed that the Board may make available, in addition to the Blue Choice Plan II, health insurance plans from other vendors, provided that such plans have been approved by the Union, and participation is voluntary. If an optional health plan is approved, in addition to Blue Cross/Blue Shield "Blue Choice Plan II", the Board shall be obligated to pay toward the optional plan a monthly amount which is equal to ninety-five (95%) percent of that plan's premiums.

30.4 If both the husband and a wife are employed by the City and/or the School District, the Department shall pay the entire health and dental premiums for either a two-person or a family policy, whichever plan is selected by the husband and wife.

*Effective July 1, 2003 all employees shall be required to pay the employees share of the health and dental insurance premiums as specified in the collective bargaining*

ARTICLE 30 HOSPITAL/MEDICAL INSURANCE (continued)

*agreement. The terms of the first sentence of this section under which the City/School District paid the entire premium when both husband and wife are employed by the City or School District shall lapse.*

30.5 Effective February 1, 2000 or sooner if practical, the Department shall provide all bargaining unit members a Northeast Delta Dental plan equivalent to other City employees having such a benefit. The Department shall pay eighty-five (85.0%) percent of each monthly premium for the entire year for the coverage selected by each employee. The Department agrees to provide coverage under Delta Dental Insurance Plan Coverage A, B, and C as set forth in Appendix D attached hereto and made part of this Agreement. The Department shall pay an amount not to exceed eighty-five percent (85.0%).

*Effective July 1, 2003, the total yearly maximum will be increased to \$1,500.00. Also effective July 1, 2003, all employees shall be required to pay the employees share of the dental insurance premium (see Sec.30.4 above)*

30.6 *The provisions of this Article (30) which have been changed (as shown in italics) will lapse on June 30, 2004 if any other union, with an agreement that expired on June 30, 2002 and which participated in the Collaborative Bargaining, receives health/dental benefit changes which are better than the changes contained in this Agreement. In such case, such benefit changes will apply to the USW, Local 8938 bargaining unit members, under the same*

ARTICLE 30 HOSPITAL/MEDICAL INSURANCE (continued)

*terms and conditions, effective July 1, 2004 and they will continue until different benefits are negotiated and agreed.*

30.7 *Effective on July 1, 2009, the City will pay one thousand five hundred dollars (\$1,500.00) to any bargaining unit member who terminates his/her existing health insurance coverage under the City's plan and who also provides satisfactory evidence that he/she has valid alternative health insurance coverage from other than the City or the Manchester School District. This amount shall be paid annually as long as a bargaining unit member who terminates City health insurance coverage under this provision declines to reenroll.*

Note: The benefits summaries for Blue Choice and Matthew Thornton Blue are attached as Appendix C

ARTICLE 31

LIFE INSURANCE

31.1 Effective upon the date of ratification, the Department will provide for the payment of a death benefit of an amount equal to the employee's last yearly base pay, not to exceed fifty-thousand (\$50,000) dollars to the named beneficiary or estate of any bargaining unit member who dies from any cause while employed by the City or within sixty (60) calendar days after retirement or resignation for health reasons. The Department reserves the right to obtain insurance coverage for the above amounts, and reserves the sole right to select such insurance company. Such benefit shall be paid in one lump sum.

ARTICLE 32

TUITION REIMBURSEMENT

32.1 The Department agrees to provide for partial reimbursement to employees who complete courses related to their employment, which have been approved prior to commencing the course, at the following rates:

Effective on July 1, 2005 employees will be reimbursed at the rate of 3/4 of the cost of tuition and course materials, but not to exceed \$1,270.00 per person in any fiscal year.

32.2 Further, in the event that an employee receives payment for any course through a Federal or State program, then such course will not be eligible for tuition reimbursement by the department, it being the intent and purpose of the tuition reimbursement program to assist employees in furthering their education/training; but not to receive double payment for any course or courses.

32.3 Procedures for applying for and receiving tuition reimbursement will be established through the Waterworks Department. Courses and reimbursement must be approved by the Human Resources Department.

ARTICLE 33

MISCELLANEOUS

33.1 MEAL ALLOWANCE

(a) Effective on the date of ratification of this Agreement, a meal allowance in an amount not to exceed \$11.00 per person per occurrence and the time in which to eat at the work site will be provided to bargaining unit construction and woods crew employees only under the following conditions:

- (1) When on a normal work day, they are required to work continuously beyond their normal work shift after 8:00 PM.
- (2) When on an emergency call back after six continuous hours of work.
- (b) The time and manner in which meals are taken shall be at the discretion of the foreman. Employees shall be required to pay for their own meal but shall be reimbursed in the next pay period upon presentation of a valid receipt approved by the supervisor.

33.2 WORKERS' COMPENSATION

The Board and Administration agree to pay the amount of Workers' Compensation the employee is entitled to under applicable State Statutes and City Ordinances, as amended from time to time.

Effective on the date of ratification of this Agreement, the Board and



ARTICLE 32 TUITION REIMBURSEMENT (continued)

Administration shall also pay to employees injured in the performance of duties, the difference between their regular gross salary at the time of the injury and the amount of Workers Compensation benefits to which they are entitled, said payment to be in accordance with current State statutes and the City Ordinance in effect on January 1, 1992. In the event any such State statutes are amended so as to eliminate such payments, such payments will cease as of the effective date of any such amendment(s).

The Union agrees that all employees who are paid both sick leave and workers compensation for the same days shall be required to reimburse the Water Works the full amount of the sick leave duplicate payment within thirty (30) days of receipt of the workers compensation payment. Failure to reimburse the Water Works within the thirty (30) days shall subject the employee to discipline up to and including termination.

Workers compensation light duty opportunities shall not be applied in an arbitrary or capricious manner.

33.3 GARAGE MECHANICS UNIFORM CLEANING

The Department agrees to provide work uniforms through a laundry cleaning agency of the department's choosing for garage mechanics. Such uniforms shall be determined by management and shall not exceed five (5) changes per week. Such uniforms shall be provided only to Mechanics who are regularly assigned to the garage operations.

ARTICLE 33 – MISCELLANEOUS (continued)

33.4      N. H. WATER SYSTEM OPERATORS' LICENSES

Effective on the date of ratification, the Department shall pay the cost of the annual renewal of water treatment plant operators licenses and/or distribution operators licenses for those employees who possess them.

33.5      The Department agrees to print seventy-five (75) copies of the signed and dated contract.

33.6

Effective on the date of ratification of this Agreement, any bargaining unit employee using his/her vehicle for Manchester Water Works business will be reimbursed at the prevailing IRS rate.

33.7      Effective as soon as practicable after ratification, the city agrees to establish an I.R.S. Sec. 125 Health Care Reimbursement Account for bargaining unit members, on the same basis as the account for non-affiliated city employees.

33.8      FMLA

Subject to review and approval, the Union will be subject to the City's Family and Medical Leave Act (FMLA) policy.

ARTICLE 34

RETIREMENT PLAN

A pension act relative to the Waterworks was passed in the Laws of 1923, 225:1; amended by 1951, 308:1, and further amended and spelled out by House Bill No. 525, 1969.

A contributory pension plan became effective on January 1, 1974. (Chapter 218, Laws of 1973; Article 12 1/2 of Manchester Code Special Acts.)

Copies of both of these Acts are available in the office for review by any employee of the Department.

This Article is not subject to the Grievance Procedure contained in this Agreement.

ARTICLE 35

BULLETIN BOARDS

35.1        The Union shall have the right to post on bulletin boards located at 281 Lincoln Street, the Water Treatment Plant and the Hale Building notices concerning employee affairs. The union agrees that it shall not cause or permit the posting of any matter which does not concern employee business or employee affairs or is political or controversial in nature or which may interfere with the normal operations of the Department. The Department will remove from any bulletin board any material which, in the department's judgment, is libelous, scurrilous or detrimental to the labor-management relationship.

ARTICLE 36

STABILITY OF AGREEMENT

36.1        Should any article, section or portion thereof, of this Agreement be declared invalid because it is in conflict with a Federal or State Law or be held to be unenforceable by any court of competent jurisdiction, such determination shall apply only to the specific article, section or portion thereof, specified in the decision provided, however, that all other provisions of this Agreement and application thereof shall remain in full force and effect.

36.2        This Agreement represents the entire Agreement between the parties hereto and may not be modified in whole or in part except by an instrument in writing duly executed by both parties.

ARTICLE 37  
DURATION AND TERMINATION

37.1 This Agreement shall be in full force and effect from July 1, 2010 to and including June 30, 2013, except as specified in individual Articles.

This Agreement shall continue from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other party at least sixty (60) calendar days prior to the date of expiration.

37.2 Where there is no such cancellation or termination notice and the parties desire to continue said Agreement, but also desire to negotiate changes or revisions in this Agreement, either party may serve upon the other party a notice at least sixty (60) calendar days prior to the expiration date of this Agreement advising that such party desires to revise or change terms or conditions of such Agreement and specifies the Articles (s) to be renegotiated.

WATERWORKS  
7/1/10 – 6/30/13

UNITED STEELWORKERS  
AFL-CIO-CLC

FOR MANAGEMENT NEGOTIATING TEAM

\_\_\_\_\_  
LEO W. GERARD  
PRESIDENT

  
\_\_\_\_\_  
JANE GILE  
DIRECTOR OF HUMAN RESOURCES

\_\_\_\_\_  
JAMES D. ENGLISH  
INTERNATIONAL SEC-TREAS.

  
\_\_\_\_\_  
THOMAS M. BOWEN  
DIRECTOR

\_\_\_\_\_  
THOMAS M. CONWAY,  
VICE PRESIDENT, ADMINISTRATION

  
\_\_\_\_\_  
ROBERT BEAURIVAGE  
ASSISTANT DIRECTOR


\_\_\_\_\_  
FRED REDMOND,  
VICE PRESIDENT, HUMAN AFFAIRS

\_\_\_\_\_  
WILLIAM PIENTO,  
DIRECTOR, DISTRICT 4

  
\_\_\_\_\_  
STAFF REPRESENTATIVE

GEORGE J. MAGNAN, III  
GERALD MICHAUD

  
\_\_\_\_\_  
LOCAL UNION COMMITTEE  
MICHAEL D. ROCHE, PRESIDENT

  
\_\_\_\_\_  
LOCAL UNION COMMITTEE  
MICHAEL T. OLMSTEAD, VICE-PRESIDENT

  
\_\_\_\_\_  
LOCAL UNION COMMITTEE  
MAURICE CROTEAU

DATE SIGNED: 7-6-10

DATE SIGNED: 7-6-10

MEMO OF UNDERSTANDING - WATERSHED SCHEDULES

It is understood by the parties to the Waterworks Agreement that the work schedules at the Watershed currently include three choices of work schedules. It is further understood the Management has no current plans to change these schedules. It is further understood if it becomes necessary to change the schedules in the future, the Management will give the Union as much advance notice as possible.

FOR THE MANCHESTER WATERWORKS

FOR: THE UNITED STEELWORKERS

\_\_\_\_\_  
Thomas Bowen  
Robert Beauvoage  
Jane P. Gile

DATE SIGNED 6/8/09

\_\_\_\_\_  
Michael D. Roche  
Maurice O. Cote  
Michael K. Olmstead  
Jane P. Gile

DATE SIGNED 6/8/09



MEMO OF UNDERSTANDING - VACATION POLICY

It is understood and agreed the Vacation Policy understanding which was agreed to May 4, 1984 and incorporated as a sidebar agreement to the 1984-1985, and 1986-1988 Agreements will continue in effect for the duration of the 1989-1991 Agreement. This sidebar agreement states the following:

Waterworks Management chose to allow employees to take fifteen (15) days off, including vacation and personal leave days, during the construction season which extends from May 1 through November 15. Those employees earning four (4) or more weeks per year shall be allowed to take seventeen (17) days off, under the same conditions as contained in the preceding sentence. Furthermore, it was agreed that employees could not take more than twelve (12) days off during the months of June, July and August, inclusive. The twelve (12) days need not be consecutive days off.

FOR THE MANCHESTER WATERWORKS

\_\_\_\_\_  
*Edward Bowen*  
*Robert Bourgeois*  
*Gregg Jile*  
DATE SIGNED 6/8/09

FOR: THE UNITED STEELWORKERS

\_\_\_\_\_  
*Michael D. Roche*  
*Maurice O. Crote*  
*Michael T. Olmsted*  
\_\_\_\_\_  
DATE SIGNED 6/8/09

MEMORANDUM OF UNDERSTANDING - TREATMENT PLANT SCHEDULE

It is understood and agreed that the Administration will not arbitrarily change scheduled days off for Water Treatment Facility employees who are assigned to specific schedules. Except in the case of emergencies, training programs, and other extenuating circumstances, only unassigned employees (floaters) will be used to cover for employees with approved planned absences. Management retains its rights to change hours of work in accordance with Article 8 and Article 12 of the Agreement. This Memorandum of Understanding shall lapse in the event that personnel reductions occur which render continued compliance impossible under current conditions.

FOR: MANCHESTER WATER WORKS

FOR: UNITED STEELWORKERS

\_\_\_\_\_  
*Thomas Brown*  
*Robert Beauvillage*  
*Jane F. Gile*

\_\_\_\_\_  
*Michael D. Roche*  
*Maurice O. Crote*  
*Michael T. Olmsstead*  
\_\_\_\_\_

DATE SIGNED: 6/8/09

DATE SIGNED: 6/8/09

MEMO OF UNDERSTANDING  
UNDERFILLING POSITIONS

A situation occurs from time to time where current employees are unable to meet the posted minimum qualifications for promotional opportunities. This necessitates either going outside the Department to recruit people who meet at least the minimum qualifications or placing a current employee in the higher level position in a capacity of "underfilling" the position. When this occurs the policies will apply:

1. At the time of selecting an employee to "underfill" a position, the Union President will be notified that such action is to take place and the reasons for underfilling the position.
2. When a selection is made to underfill a position, the selected employee shall be placed in an intermediate step between his/her previous salary/hourly rate and the rate normally expected upon promotion until such time as the minimum requirements are met.
3. When the selected employee fails to meet the experience requirement for the higher level position, a definite time limit will be placed on the length of time the employee will be in the capacity of underfilling the position.
4. Where the selected employee fails to meet other qualifications than the experience requirement, such as having successfully completed required courses or

certification tests, then the underfilling time limit will be established at the time of selection, with the understanding the employee will work toward fulfilling the course/test requirements. These time limits may be extended once in order to allow the employee the necessary additional time to take and complete the required courses or the required certification test(s). Failure to meet the requirements by the end of the extended time period will result in the employee being reduced in rank and pay status to that held prior to the placement in the "underfilling" status.

5. An employee who is underfilling a position will be evaluated and will be eligible for probation/merit increases the same as though the employee were fulfilling all of the requirements of the position, but based upon the employee's rate of pay in the underfilling status. Upon fulfilling the necessary qualifications for the higher level position, the employee will be placed in the same pay step in the higher pay grade as he/she had attained during the underfilling status.

FOR THE MANCHESTER WATER WORKS

FOR THE UNITED STEELWORKERS

\_\_\_\_\_  
*Thomas Brown*  
*Robert Beauvage*  
*Jane P. Gile*  
DATE SIGNED 6/8/09

\_\_\_\_\_  
*Michael D. Roche*  
*Maurice O. Cote*  
*Michael T. Elmstead*  
\_\_\_\_\_  
DATE SIGNED 6/8/09

MEMO OF UNDERSTANDING - WINTER OVERTIME

During the period of December 1 through March 31 when employees have to work through the night, into the period from midnight to 4:00 am, those employees shall have an hour for hour delay in the start of the next calendar day's shift for the overtime hours from midnight to 4:00 am, unless the employees agree individually to take a vacation day or to report earlier than would be required by the hour for hour delay.

This agreement does not apply to the Emergency Worker.

FOR MANCHESTER WATER WORKS

FOR UNITED STEELWORKERS

\_\_\_\_\_

Michael B. Roche

Thomas Brown

Mauro O. Coto

Robert Beauvage

Michael T. Olmstead

James J. Gile

\_\_\_\_\_

DATE SIGNED: 6/8/09

DATE SIGNED 6/8/09

## Appendix A

## EMPLOYEE DEVELOPMENT APPEALS PROCESS

Only employees who are denied a merit step increase on their anniversary date of position due to a sub-standard performance evaluation may file an appeal. All appeals shall be initially filed with the employee's department head. Any employee receiving a satisfactory performance evaluation shall not have the right to appeal or grieve their evaluation, their pay step, and the supervisor's comments. In the event that there is a disagreement between the employee and his/her supervisor over the EDP goals, the employee, after discussing the disagreement with the Department Head or his/her designee may with the concurrence of the Union, file a grievance.

If the department head rules in the employee's favor, the employee shall receive his/her merit step as of their anniversary date of position. If the department head rules against the employee, the employee shall have the right to appeal the decision to the city-wide appeals committee.

Employees will have thirty (30) days from the date of denial by their department head to file an appeal with the Human Resources Director or their right to appeal shall be forfeited.

An appeals committee shall be comprised of the following representatives:

- ◆ Two union representatives appointed by the unions (with two alternates).
- ◆ One department heads (with one alternate).
- ◆ One non-affiliated (with one alternate).
- ◆ An independent neutral party to act as tie breaker. This person to be selected through agreement between the City and the unions. If no decision can be reached, the neutral shall be appointed by the P.E.L.R.B. Any costs associated with the neutral party hearing appeals shall be borne half by the City and half proportionally split amongst the unions whose members are appealing. The unions shall not be responsible for any costs incurred in appeal hearings from non-affiliated employees.
- ◆ The Human Resources Director as non-voting chairman to provide staff resources.

Members cannot sit in on appeals where the appellant is a member of the same department or union.

Terms of the members on this committee shall be staggered with two (2) year terms and members cannot serve more than two consecutive terms. Members must take at least one year off after serving two terms before being allowed to serve on the committee again. Alternates shall have no term limitations.

Unless agreed to by the appellant and the Human Resources Director the committee shall have sixty (60) days from receipt of the appeal to conduct a hearing on the matter.

The committee shall have thirty (30) days to render a decision on the matter.

A majority vote shall rule and all decisions are final, binding and non-grievable. A decision favorable to the employee means the employee shall receive their merit step effective (including retroactive pay) to their date of position. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

The provisions of this Article shall expire on the last day of this Agreement, provided that any employee denied a merit pay increase during the duration of this agreement shall be entitled to an appeal under this Article.

Appendix B

**SIDEBAR AGREEMENT – “A” STEPS**

The parties agree to establish a joint labor/management committee comprised of two (2) members from the Administration, which shall determine the qualifications required of employees to attain an “A” Step and shall make its recommendations to the Union and the Department by April 1, 2000 for final approval and implementation on July 1, 2000.

In the event that the committee cannot reach agreement or the Union or the Administration does not accept the recommendations, either party may reopen the Agreement in order to resolve this issue, only. The resolution of this issue shall be subject to ratification by the parties.



# Summary of Benefits for City of Manchester

APPENDIX C

This is only a brief summary of your coverage. Benefits apply when care is medically necessary. Services are covered up to the Maximum Allowable Benefit (MAB). Network providers agree to accept the MAB as payment in full. However, if you receive self-referred services from an out-of-network provider, it is your responsibility to pay the difference between the MAB and the provider's charge.

Service Received	Your Share of the Cost		
You will pay less if these services are provided or referred by your Primary Care Provider (PCP).			
	Option 1 PCP Referred Benefits	Option 2 Self Referred Network Benefits	Option 3 Self Referred Out-of-Network Benefits <sup>†</sup>
<b>Preventive Care</b>			
<ul style="list-style-type: none"><li>Immunization, lead screening, PSA (prostate screening) . . . . .</li></ul>	Covered in full	Covered in full	Covered up to MAB
<ul style="list-style-type: none"><li>Routine physical exam including family planning visits . . . . .</li></ul>	\$15 per visit	\$30 per visit	Subject to:  \$ 100 deductible per member, no more than \$ 300 per family per calendar year <sup>▲</sup>
<ul style="list-style-type: none"><li>Well baby care . . . . .</li></ul>	Covered in full	Covered in full	
<ul style="list-style-type: none"><li>Routine hearing exam (one exam per year under age 19) . . . . .</li></ul>	\$15 per visit	\$30 per visit	
See "Other Services" for additional Preventive Care information			
<b>Other Outpatient Care</b>			
<ul style="list-style-type: none"><li>Medical exam, and office surgery . . . . .</li></ul>	\$15 per visit	\$30 per visit	and  20% coinsurance up to \$400 per member, no more than \$1,400 per family per calendar year <sup>▲</sup>
<ul style="list-style-type: none"><li>Lab, X-ray, ultrasound and injections . . . . .</li></ul>	Covered in full	Covered in full	
<ul style="list-style-type: none"><li>Physical and occupational therapy . . . . .</li></ul>	Covered in full	Covered in full	
<ul style="list-style-type: none"><li>Speech therapy . . . . .</li></ul>	Covered in full	Covered in full	
<ul style="list-style-type: none"><li>CT scan and MRI . . . . .</li></ul>	Covered in full	Subject to:  20% coinsurance per member, up to \$600 per member, no more than \$ 1,200 per family per calendar year <sup>▲</sup>	Some self referred benefits are subject to precertification requirements. Refer to your Subscriber Certificate for details. Call 1-800-531-4450 to precertify.
<ul style="list-style-type: none"><li>Surgery in hospital outpatient department or ambulatory surgery center . . . . .</li></ul>	Covered in full		
<b>Inpatient Care (as a bed patient in an acute care hospital)</b>			
<ul style="list-style-type: none"><li>Semi-private room and board . . . . .</li></ul>	Covered in full		
<ul style="list-style-type: none"><li>Physician in-hospital care, surgery, delivery, anesthesia, lab, X-ray, CT scan, MRI, medical supplies, medication and physical, occupational and speech therapy . . . . .</li></ul>	Covered in full		
<b>Skilled Nursing Facility</b> (up to 100 inpatient days per member per calendar year) <sup>⊕</sup>	Covered in full		
<b>Physical Rehabilitation Facility</b> (up to 100 inpatient days per member per calendar year) <sup>⊕</sup>	Covered in full		
<b>Durable Medical Equipment (DME)</b>	Covered in full	Covered in full	Covered up to MAB

⊕ Any combination of benefits from any column counts toward this maximum.

\* Services are covered up to the MAB. Out-of-network providers may bill you for amounts that exceed the MAB.

▲ Deductible and/or coinsurance amounts are shared among all columns.

B3/T146

(3/03) B3N28 MAC C City of Manchester

Effective July 1, 2004

## Prescription Drugs

Covered medications, diabetic supplies and contraceptive devices purchased at any pharmacy

- Includes maintenance drugs at a retail or mail order pharmacy
  - Only certain drugs are considered "maintenance" and are available for a supply greater than 30 days.
- You pay the generic copay for diabetic supplies.

### Option 1 Network Benefits

\$ 10 copay /generic  
\$ 15 copay /brand  
\$ 1 copay /mail order (up to a 90 day supply)

### Option 3 Out-of-network Benefits\*

Same as Network Benefits

## Exclusions and Limitations

The services listed below are not covered by this plan. Please review your Subscriber Certificate for complete details on exclusions and limitations.

### Services Not Covered

• Any service that is not medically necessary • Any service required by a third party (court ordered services are covered if all of the other terms of the plan are met) • Artificial insemination and assisted reproductive technologies • Claims for services received more than 12 months ago • Complementary and Alternative Therapies/ Medicine • Cosmetic surgery • Custodial or convalescent care • Educational testing and therapy • Experimental and/or investigational services • Hospitalization for conditions that are not covered • Human organ transplants other than those listed in the Subscriber Certificate as covered benefits • Mental health services which do not usually result in favorable modification through short-term therapy • Miscellaneous devices, materials, and supplies, including, but not limited to, breast pump, routine hearing exam and hearing aids (except for children under 19), dentures and support devices for the feet and corrective shoes • Permanent dental restoration, orthognathic and most oral surgery • Personal comfort items • Radial keratotomy or other surgery to correct vision • Routine podiatry • Services covered by government programs to the extent permitted by law • Services for work-related illness or injury • Sex changes • Sterilization reversal • Weight reduction management and control except diabetes education and nutritional counseling

Anthem Blue Cross and Blue Shield has the right to recover its costs for care of:

- Injuries which are the responsibility of other parties • Services for which another insurance carrier or Medicare is primary • Services related to illegal conduct

This is only a brief summary of your coverage.

This summary of benefits is not a contract. It is a general description of the benefits and exclusions of this plan. You may be subject to pre-existing condition limitations. Complete information about all benefits, limitations and exclusions is in the Subscriber Certificate, which will be mailed to you after you enroll. If you need further information, call Customer Service at 1-800-438-9672.

\*Services are covered up to the MAB. Out-of-network providers may bill you for amounts that exceed the MAB.

B3/T146

(5/03) B3N28 MAC C City of Manchester

Effective July 1, 2004

Summary of Benefits for  
City of Manchester

APPENDIX C

This is only a brief summary of your coverage. Benefits apply when care is medically necessary. Services are covered up to the Maximum Allowable Benefit (MAB). Network providers agree to accept the MAB as payment in full.

Service Received	Your Share of the Cost
<b>These services MUST be provided by or referred by your Primary Care Provider (PCP).</b>	
<b>Preventive Care</b>	Covered in full
<ul style="list-style-type: none"> <li>Immunization, lead screening, PSA (prostate screening)</li> <li>Routine physical exam for babies, children and adults including family planning visits</li> <li>Routine hearing exam (one exam each year for members 18 years old and younger)</li> </ul>	\$ 5 per visit
See "Other Services" for additional Preventive Care information	\$ 5 per visit
<b>Other Outpatient Care</b>	\$5 per visit
<ul style="list-style-type: none"> <li>Medical exam, injections, and office surgery</li> <li>Lab, X-ray and ultrasound</li> <li>CT scan and MRI</li> <li>Surgery in hospital outpatient department or ambulatory surgery center</li> <li>Physical therapy, occupational therapy, and speech therapy (up to a combined maximum of \$3,000 per member per calendar year)</li> </ul>	Covered in full
	Covered in full
	Covered in full
<b>Inpatient Care (as a bed patient in an acute care hospital)</b>	Covered in full
<ul style="list-style-type: none"> <li>Semi-private room and board</li> <li>Physician in-hospital care, surgery, anesthesia, lab, X-ray, CT scan, MRI, medical supplies, medication and physical, occupational and speech therapy</li> </ul>	Covered in full
<b>Skilled Nursing Facility</b> (up to 100 inpatient days per member per calendar year)	Covered in full
<b>Physical Rehabilitation Facility</b> (up to 100 inpatient days per member per calendar year)	
<b>Durable Medical Equipment (DME)</b> (up to \$3,500 per member per calendar year)	\$100 DME deductible 20% coinsurance
<b>These services DO NOT require a PCP referral as long as you use network providers.</b>	
<b>Other Services</b>	
<ul style="list-style-type: none"> <li>Routine vision exam (one exam each year for members 18 years old or younger, one exam every two years for members 19 years old and older)</li> <li>OB/GYN care (performed by an OB/GYN provider) <ul style="list-style-type: none"> <li>Exam</li> <li>Maternity care (routine prenatal, delivery and postpartum)</li> <li>Mammogram and Pap smear</li> </ul> </li> <li>Chiropractic visit (no benefit for non-network providers) (limited to 12 visits per member per calendar year)</li> <li>Chiropractic X-ray</li> </ul>	\$5 per visit
	\$5 per visit
	Covered in full
	Covered in full
	\$5 per visit
	Covered in full
<b>These services DO NOT require a PCP referral for medical emergencies as defined by your Subscriber Certificate.</b>	
<b>Emergency Room (ER) Visit</b>	\$50 per visit
<ul style="list-style-type: none"> <li>ER charge</li> <li>ER physician fee, CT scan, MRI, medical supplies, etc.</li> </ul>	Covered in full
Ambulance (medically necessary emergency transport only)	Covered in full

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Effective July 1, 2004

**Outpatient Services**

- Mental Health visits-limited to 20 visits per member, per calendar year -
- Substance Abuse visits-(for detoxification or rehabilitation) limited to 20 visits per member, per calendar year

\$5 per visit

**Inpatient Services**

- Mental Health: limited to 30 inpatient days per member, per calendar year -
- Substance Abuse:
  - medical detoxification-Medically Necessary inpatient days
  - for substance abuse rehabilitation-limited to \$5,000 per member per calendar year and \$10,000 per lifetime.

Covered in full

**Prescription Drugs**

Covered medications, diabetic supplies and contraceptive devices purchased at a network pharmacy

- Includes maintenance drugs at a retail or mail order pharmacy
  - Only certain drugs are considered "maintenance" and are available for a supply greater than 30 days.
- Important notes:
  - Whenever available, your prescription will be filled generically. If you **choose** to buy a brand drug, you pay the generic copay, plus the difference in cost between the brand and generic drug.
  - If, **due to medical necessity**, your physician needs to prescribe a brand drug, you pay only the preferred or non-preferred brand copay shown on this summary.
  - You pay the generic copay for diabetic supplies.
  - Refer to your prescription drug program flyer for details.

\$5 copay /generic  
\$15 copay /preferred brand  
\$25 copay /non-preferred brand

Copayment applies to each fill, up to a 30-day supply for both retail and mail order. Example: a 3-month supply through mail order requires 3 copayments.

**Exclusions and Limitations**

The services listed below are not covered by this plan. Please review your Subscriber Certificate for complete details on exclusions and limitations.

**Services Not Covered**

• Any service that is not medically necessary • Any service required by a third party (court ordered services are covered if all of the other terms of the plan are met) • Artificial insemination, assisted reproductive technologies, and infertility treatments • Claims for services received more than 12 months ago • Complementary and Alternative Therapies/Medicine • Cosmetic surgery • Custodial or convalescent care • Educational testing and therapy • Experimental and/or investigational services • Hospitalization for conditions that are not covered • Human organ transplants other than those listed in the subscriber certificate as covered benefits • Mental health services which do not usually result in favorable modification through short-term therapy • Miscellaneous devices, materials, and supplies, including, but not limited to, breast pump, routine hearing exam and hearing aids (except for children under 19), eyeglasses, contact lenses (except after cataract surgery), dentures and support devices for the feet and corrective shoes • Permanent dental restoration, orthognathic and most oral surgery • Personal comfort items • Radial keratotomy or other surgery to correct vision • Routine podiatry • Services covered by government programs to the extent permitted by law • Services for work-related illness or injury • Sex changes • Sterilization reversal • Weight reduction management and control except diabetes education and nutritional counseling

Anthem Blue Cross and Blue Shield has the right to recover its costs for care of:

- Injuries which are the responsibility of other parties • Services for which another insurance carrier or Medicare is primary • Services related to illegal conduct

**This is only a brief summary of your coverage.**

This summary of benefits is not a contract. It is a general description of the benefits and exclusions of this plan. You may be subject to pre-existing condition limitations. Complete information about all benefits, limitations and exclusions is in the Subscriber Certificate, which will be mailed to you after you enroll. If you need further information, call Customer Service at 1-800-870-3057.

-These limitations do not apply to biologically based mental illness.

Matthew Thornton Blue is administered by Anthem Blue Cross and Blue Shield and underwritten by Matthew Thornton Health Plan MB/TI

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Effective July 1, 2004





Northeast Delta Dental

This chart represents the level of coverage for services performed by dentists who participate in the Northeast Delta Dental network. You are free to visit any dentist, participating or non-participating. Visit our website at [www.nedelta.com](http://www.nedelta.com) for an updated list of participating dentists. Certain benefit limitations may apply. Please see the reverse side of this page for information about how to use your program. Your Northeast Delta Dental program includes all of the following coverage categories. Please refer to your benefit booklet for complete benefit information. This chart is provided for summary purposes only; in the event of a conflict or discrepancy between the chart and either the group contract or the benefit booklet, the contract or benefit booklet will prevail.

## City of Manchester

Group Number: 3203

Coverage A Diagnostic/Preventive	Coverage B Basic Restorative	Coverage C Major Restorative
Deductible: \$0      There is no deductible on your dental program.		
Covered at 100% **	Covered at 60% **	Covered at 50% **
Diagnostic: Evaluations - once in a 6-month period	Basic Restorative: Amalgam (silver) fillings Composite (white) fillings (anterior teeth only)	Major Restorative: Removable and fixed partial dentures (bridge); complete dentures
X-rays (Complete series or panoramic film) once in a 3-year period	Oral Surgery: Surgical and routine extractions	Rebase and reline (dentures)
Bitewing x-rays once in a 12-month period	Endodontics: Root canal therapy	Crowns
X-rays of individual teeth as necessary	Periodontics: Periodontal cleaning (Maintenance procedures) Only one cleaning is covered in a 6-month period; this can be routine (Coverage A) or Periodontal (Coverage B), but not both.	Onlays
Preventive: Cleanings once in a 6-month period	Treatment of gum disease	Implants
Fluoride once in a 12-month period to age 19	Denture Repair: Repair of a removable denture to its original condition	
Space maintainers to age 16	Emergency Palliative Treatment	
Sealant application to permanent molars, once in a lifetime per tooth, for children to age 15		

Calendar Year Maximum: \$1,500 per person (Coverage A, B, and C combined)

\*\*Benefit percentages shown are based upon the actual charge submitted to a maximum of the participating dentist's approved fees, or Delta Dental's allowance for nonparticipating dentists.

07/05

## MEMORANDUM OF UNDERSTANDING

The Manchester Water Works Negotiating Team and the United Steelworkers Negotiating Team having met to resolve the issue of drug testing as directed by the Public Employee Labor Relations Board in its Decision No. 2009-044 (Case No. G-0058-5), respectively agree that the following is a proposal to resolve the issue as directed by the Public Employee Labor Relations Board .

This proposal, if ratified by both parties, will amend the Labor Contract between the City of Manchester and the United Steelworkers AFL-CIO-CLC, which was ratified by the Board of Mayor and Aldermen on November 20, 2007 as follows:

### I ARTICLE 6 – UNION SECURITY

Change Section 6.2 as follows:

#### 6.2 MAINTENANCE OF MEMBERSHIP:

Each member of the Bargaining Unit who, on the effective date of this agreement is a member of the Union, and each employee who becomes a member of the Bargaining Unit and the Union after that date shall continue his/her membership in the Union for the duration of this agreement; provided, however, that an employee may, at his/her discretion and in writing, withdraw from membership in the Union anytime within twenty (20) calendar days prior to the expiration date thereafter. The Union shall post notices on departmental bulletin boards thirty (30) calendar days prior to the expiration date to so notify employees of their right to withdraw from membership in the Union.

The City shall notify the Union within five (5) working days of the cancellation of dues deductions by an employee who had previously signed an authorization for said deduction.

Effective January 1, 2008, members of the bargaining unit, hired after November 20, 2007, who are not members of the Union shall be required to pay agency fees, in lieu of union dues, to the Union.

Any Employee who is a member of the Bargaining Unit and is not a member of the Union and who does not pay agency fees but wishes to have the Union represent him/her in a grievance, shall assume full financial responsibility as to the actual cost of processing the grievance. Collection of such fees shall be the sole responsibility of the Union.

## II. ARTICLE 27 – SAFETY

Delete Section 27.7 as follows:

### ~~27.7 ——— DRUG AND ALCOHOL TESTING~~

~~————— Effective on July 1, 2008 all bargaining unit members who do not hold CDL licenses shall be subject to the same drug and alcohol testing as CDL employees. Results related to these tests shall be compiled and recorded separately from CDL records required by federal regulations.~~

## III. ARTICLE 30 – HOSPITAL/MEDICAL INSURANCE

Add Section 30.7 as follows:

30.7 Effective on July 1, 2009, the City will pay one thousand five hundred dollars (\$1,500.00) to any bargaining unit member who terminates his/her existing health insurance coverage under the City's plan and who also provides satisfactory evidence that he/she has valid alternative health insurance coverage from other than the City or the Manchester School District. This amount shall be paid annually as long as a bargaining unit member who terminates City health insurance coverage under this provision declines to reenroll.

This document includes all of the proposed changes to the Labor Contract Language ratified by the Board of Mayor and Aldermen on November 20, 2007 to resolve the issue of drug testing as directed by the Public Employees Labor Relation Board in its Decision No. 2009-044 (Case No. G-0058-5).

For the United Steelworkers

Michael D. Roche  
Michael T. Elmstead  
Manuel C. Costa

4/23/09  
Date

For the Manchester Water Works

Thomas Brown  
Robert Beauvois  
John S. Hall, Jr.

4/24/09  
Date

**Memorandum of Understanding**

**City of Manchester, NH**

**and the**

**United Steelworkers Local 8938, Manchester Water Works**

---

1. Upon ratification by the Board of Mayor and Aldermen, Board of Water Commissioners and the members of the USW 8938, salary schedules originally scheduled to increase by three percent (3.0%) on July 1, 2009 (Article 7.1) shall instead be increased by three percent (3.0%) on January 1, 2010.
2. Any member of the USW 8938 bargaining unit who retires from August 1, 2009 to July 1, 2010 will receive additional compensation necessary to make the salary adjustment of three percent (3.0%) retroactive to July 1, 2009.
3. Any member of the USW 8938 bargaining unit who retires from August 1, 2010 to December 31, 2010 will receive a pro-rata amount necessary to make the COLA effective for a full 12 months.
4. On July 1, 2010, salary schedules shall be increased by one and one half percent (1.5%).
5. On July 1, 2011, salary schedules shall be increased by two and one half percent (2.5%).
6. On July 1, 2012, salary schedules shall be increased by two and one half percent (2.5%).
7. The salary schedules herein shall be incorporated into a new three year agreement to be ratified by the parties covering the period from July 1, 2010 to June 30, 2013.

For the Union:

Michael D. Roche  
Michael T. Olmstead  
Maura J. Costa

DATE: 7/17/09

For the City of Manchester:

Thomas Brown  
Robert Beauvage  
Gene G. Fife

DATE: 7/20/09



Memorandum of Understanding

City of Manchester, NH

and the

United Steelworkers Local 8938, Manchester Water Works

---

1. Upon ratification by the Board of Mayor and Aldermen, Board of Water Commissioners and the members of the USW 8938, salary schedules originally scheduled to increase by three percent (3.0%) on July 1, 2009 (Article 7.1) shall instead be increased by three percent (3.0%) on January 1, 2010.
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5. On July 1, 2011, salary schedules shall be increased by two and one half percent (2.5%).
6. On July 1, 2012, salary schedules shall be increased by two and one half percent (2.5%).
7. The salary schedules herein shall be incorporated into a new three year agreement to be ratified by the parties covering the period from July 1, 2010 to June 30, 2013.

For the Union:

Michael D. Roche  
Michael T. Olmstead  
Nancy J. Cote

DATE: 7/17/09

For the City of Manchester:

Thomas Bowen  
Robert Beauvage  
Don E. Gile

DATE: 7/20/09



Manchester Water Works  
281 Lincoln Street  
Manchester, NH 03103

Aquarion Water Company  
1 Merrill Industrial Drive  
Hampton, NH 03842

AFL-CIO-CLC  
AMALGAMATED  
LOCAL UNION #8938

P.O. BOX 3762  
MANCHESTER, NEW HAMPSHIRE 03105

Public Service Company of NH  
370 Amherst Street  
Nashua, NH 03063

Pennichuck Water Company Inc.  
4 Water Street  
Nashua, NH 03060



*July 12, 2010*

*To: Thomas Bowen, Director  
Fr: Michael Roche, President  
Re: July 2009 Memo of Understanding*

*Please be advised that the local union waives  
number 7. of the July 2009 mou, without prejudice.*

*Michael Roche*

*cc: Jane Gile  
Gerald Michaud*

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 1 Ex	13,496.22	13,901.12	14,318.14	14,747.70	15,190.13	15,645.83	16,115.22	16,598.66	17,096.61	17,609.51	18,137.81	18,681.95	19,242.40
H	6.56	6.75	6.96	7.17	7.38	7.59	7.83	8.06	8.30	8.56	8.81	9.07	9.36
O	9.840	10.125	10.440	10.755	11.070	11.385	11.745	12.090	12.450	12.840	13.215	13.605	14.040
GRADE 1A Ex	13,968.59	14,387.67	14,819.27	15,263.86	15,721.77	16,193.41	16,679.24	17,179.62	17,695.01	18,225.84	18,772.63	19,335.81	19,915.88
H	6.72	6.92	7.13	7.34	7.57	7.79	8.02	8.27	8.50	8.76	9.02	9.31	9.57
O	10.080	10.380	10.695	11.010	11.355	11.685	12.030	12.405	12.750	13.140	13.530	13.965	14.355
GRADE 2 Ex	14,440.96	14,874.19	15,320.43	15,780.04	16,253.45	16,741.05	17,243.25	17,760.55	18,293.39	18,842.18	19,407.44	19,989.66	20,589.37
H	6.93	7.16	7.36	7.59	7.82	8.05	8.31	8.56	8.81	9.07	9.36	9.63	9.92
O	10.395	10.740	11.040	11.385	11.730	12.075	12.465	12.840	13.215	13.605	14.040	14.445	14.880
GRADE 2A Ex	14,946.40	15,394.80	15,856.63	16,332.32	16,822.30	17,326.96	17,846.77	18,382.19	18,933.66	19,501.64	20,086.70	20,689.32	21,310.00
H	7.21	7.40	7.63	7.86	8.09	8.34	8.59	8.84	9.10	9.39	9.66	9.96	10.25
O	10.815	11.100	11.445	11.790	12.135	12.510	12.885	13.260	13.650	14.085	14.490	14.940	15.375
GRADE 3 Ex	15,451.83	15,915.38	16,392.85	16,884.65	17,391.16	17,912.90	18,450.30	19,003.81	19,573.94	20,161.13	20,765.99	21,388.95	22,030.62
H	7.43	7.65	7.89	8.13	8.37	8.62	8.87	9.14	9.42	9.69	9.99	10.30	10.60
O	11.145	11.475	11.835	12.195	12.555	12.930	13.305	13.710	14.130	14.535	14.985	15.450	15.900
GRADE 3A Ex	15,992.64	16,472.42	16,966.60	17,475.61	17,999.88	18,539.85	19,096.05	19,668.93	20,259.01	20,866.79	21,492.79	22,137.57	22,801.69
H	7.68	7.92	8.16	8.40	8.66	8.92	9.19	9.47	9.74	10.04	10.34	10.66	10.99
O	11.520	11.880	12.240	12.600	12.990	13.380	13.785	14.205	14.610	15.060	15.510	15.990	16.485
GRADE 4 Ex	16,533.45	17,029.46	17,540.34	18,066.55	18,608.55	19,166.80	19,741.83	20,334.06	20,944.10	21,572.42	22,219.59	22,886.17	23,572.77
H	7.97	8.21	8.44	8.71	8.96	9.23	9.51	9.78	10.08	10.40	10.70	11.03	11.36
O	11.955	12.315	12.660	13.065	13.440	13.845	14.265	14.670	15.120	15.600	16.050	16.545	17.040
GRADE 4A Ex	17,112.15	17,625.48	18,154.27	18,698.90	19,259.87	19,837.66	20,432.78	21,045.75	21,677.14	22,327.44	22,997.26	23,687.19	24,397.81
H	8.22	8.48	8.74	8.99	9.28	9.54	9.84	10.12	10.44	10.75	11.07	11.41	11.74
O	12.330	12.720	13.110	13.485	13.920	14.310	14.760	15.180	15.660	16.125	16.605	17.115	17.610
GRADE 5 Ex	17,690.80	18,221.50	18,768.19	19,331.22	19,911.15	20,508.50	21,123.74	21,757.46	22,410.19	23,082.47	23,774.96	24,488.20	25,222.86
H	8.52	8.77	9.02	9.31	9.57	9.88	10.16	10.47	10.78	11.10	11.44	11.78	12.14
O	12.780	13.155	13.530	13.965	14.355	14.820	15.240	15.705	16.170	16.650	17.160	17.670	18.210
GRADE 5A Ex	18,309.98	18,859.27	19,425.04	20,007.81	20,608.04	21,226.28	21,863.08	22,518.97	23,194.54	23,890.37	24,607.09	25,345.29	26,105.65
H	8.80	9.08	9.37	9.64	9.94	10.23	10.54	10.84	11.17	11.52	11.86	12.21	12.59
O	13.200	13.620	14.055	14.460	14.910	15.345	15.810	16.260	16.755	17.280	17.790	18.315	18.885
GRADE 6 Ex	18,929.15	19,497.02	20,081.93	20,684.39	21,304.93	21,944.08	22,602.42	23,280.50	23,978.89	24,698.27	25,439.21	26,202.39	26,988.44
H	9.11	9.40	9.67	9.97	10.26	10.57	10.87	11.20	11.55	11.89	12.24	12.63	12.99
O	13.665	14.100	14.505	14.955	15.390	15.855	16.305	16.800	17.325	17.835	18.360	18.945	19.485

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 6A Ex (6DA) H O	19,591.68 9.42 14.130	20,179.43 9.70 14.550	20,784.81 10.00 15.000	21,408.35 10.31 15.465	22,050.61 10.62 15.930	22,712.12 10.94 16.410	23,393.49 11.26 16.890	24,095.30 11.60 17.400	24,818.14 11.94 17.910	25,562.70 12.29 18.435	26,329.59 12.68 19.020	27,119.46 13.04 19.560	27,933.05 13.44 20.160
GRADE 7 Ex (6EO) H O	20,254.20 9.73 14.595	20,861.83 10.03 15.045	21,487.69 10.34 15.510	22,132.32 10.66 15.990	22,796.28 10.98 16.470	23,479.83 11.31 16.965	24,184.58 11.64 17.460	24,910.10 11.98 17.970	25,657.41 12.33 18.495	26,427.13 12.73 19.095	27,219.95 13.10 19.650	28,036.55 13.50 20.250	28,877.63 13.90 20.850
GRADE 7A Ex (6EA) H O	20,963.10 10.07 15.105	21,592.00 10.40 15.600	22,239.76 10.70 16.050	22,906.94 11.03 16.545	23,594.15 11.37 17.055	24,301.95 11.70 17.550	25,031.05 12.06 18.090	25,781.96 12.41 18.615	26,555.42 12.78 19.170	27,352.08 13.17 19.755	28,172.65 13.56 20.340	29,017.85 13.96 20.940	29,888.37 14.37 21.555
GRADE 8 Ex (6FO) H O	21,672.00 10.43 15.645	22,322.15 10.74 16.110	22,991.82 11.06 16.590	23,681.58 11.40 17.100	24,392.03 11.73 17.595	25,123.79 12.09 18.135	25,877.49 12.45 18.675	26,653.83 12.82 19.230	27,453.44 13.21 19.815	28,277.04 13.61 20.415	29,125.33 14.02 21.030	29,999.13 14.42 21.630	30,899.07 14.88 22.320
GRADE 8A Ex (6FA) H O	22,430.50 10.77 16.155	23,103.43 11.09 16.635	23,796.53 11.44 17.160	24,510.43 11.78 17.670	25,245.75 12.15 18.225	26,003.12 12.50 18.750	26,783.20 12.88 19.320	27,586.71 13.27 19.905	28,414.30 13.67 20.505	29,266.73 14.08 21.120	30,144.74 14.50 21.750	31,049.08 14.95 22.425	31,980.58 15.39 23.085
GRADE 9 Ex (6GO) H O	23,189.04 11.14 16.710	23,884.72 11.51 17.265	24,601.26 11.85 17.775	25,339.29 12.20 18.300	26,099.47 12.58 18.870	26,882.44 12.95 19.425	27,688.91 13.34 20.010	28,519.59 13.75 20.625	29,375.18 14.17 21.255	30,256.44 14.60 21.900	31,164.12 15.02 22.530	32,099.05 15.47 23.205	33,062.02 15.94 23.910
GRADE 9A Ex (6GA) H O	24,000.66 11.55 17.325	24,720.66 11.89 17.835	25,462.30 12.24 18.360	26,226.15 12.63 18.945	27,012.95 12.99 19.485	27,823.33 13.38 20.070	28,658.06 13.80 20.700	29,517.79 14.21 21.315	30,403.31 14.64 21.960	31,315.40 15.06 22.590	32,254.86 15.52 23.280	33,222.53 16.00 24.000	34,219.20 16.46 24.690
GRADE 10 Ex (6HO) H O	24,812.26 11.92 17.880	25,556.65 12.27 18.405	26,323.32 12.66 18.990	27,113.05 13.02 19.530	27,926.42 13.41 20.115	28,764.24 13.84 20.760	29,627.14 14.25 21.375	30,515.98 14.69 22.035	31,431.45 15.11 22.665	32,374.38 15.56 23.340	33,345.62 16.04 24.060	34,345.99 16.50 24.750	35,376.35 17.01 25.515
GRADE 10A Ex (6HA) H O	25,680.69 12.33 18.495	26,451.12 12.74 19.110	27,244.65 13.11 19.665	28,062.00 13.51 20.265	28,903.85 13.91 20.865	29,770.97 14.32 21.480	30,664.09 14.75 22.125	31,584.04 15.18 22.770	32,531.55 15.64 23.460	33,507.48 16.11 24.165	34,512.72 16.60 24.900	35,548.09 17.10 25.650	36,614.53 17.61 26.415
GRADE 11 Ex (6IO) H O	26,549.12 12.78 19.170	27,345.59 13.15 19.725	28,165.97 13.55 20.325	29,010.94 13.95 20.925	29,881.28 14.36 21.540	30,777.72 14.80 22.200	31,701.06 15.26 22.890	32,652.07 15.71 23.565	33,631.62 16.17 24.255	34,640.58 16.66 24.990	35,679.80 17.16 25.740	36,750.22 17.68 26.520	37,852.69 18.21 27.315
GRADE 11A Ex (6IA) H O	27,478.33 13.22 19.830	28,302.70 13.62 20.430	29,151.77 14.03 21.045	30,026.33 14.44 21.660	30,927.12 14.90 22.350	31,854.93 15.34 23.010	32,810.59 15.80 23.700	33,794.90 16.28 24.420	34,808.72 16.77 25.155	35,853.02 17.27 25.905	36,928.59 17.78 26.670	38,036.46 18.32 27.480	39,177.54 18.87 28.305

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 12 Ex (6J0) H O	28,407.57 13.66 20,490	29,259.77 14.07 21,105	30,137.56 14.49 21,735	31,041.70 14.94 22,410	31,972.97 15.38 23,070	32,932.15 15.84 23,760	33,920.12 16.32 24,480	34,937.70 16.82 25,230	35,985.84 17.32 25,980	37,065.44 17.82 26,730	38,177.38 18.36 27,540	39,322.71 18.91 28,365	40,502.40 19.49 29,235
GRADE 12A Ex (6JA) H O	29,401.82 14.14 21,210	30,283.91 14.57 21,855	31,192.42 15.00 22,500	32,128.17 15.45 23,175	33,091.99 15.92 23,880	34,084.78 16.39 24,585	35,107.31 16.89 25,335	36,160.53 17.40 26,100	37,245.34 17.92 26,880	38,362.72 18.46 27,690	39,513.62 19.02 28,530	40,699.00 19.58 29,370	41,919.99 20.17 30,255
GRADE 13 Ex (6K0) H O	30,396.08 14.63 21,945	31,307.99 15.05 22,575	32,247.22 15.50 23,250	33,214.62 15.99 23,985	34,211.06 16.45 24,675	35,237.40 16.96 25,440	36,294.52 17.46 26,190	37,383.35 18.00 27,000	38,504.84 18.52 27,780	39,660.01 19.09 28,635	40,849.83 19.65 29,475	42,075.29 20.25 30,375	43,337.58 20.85 31,275
GRADE 13A Ex (6KA) H O	31,459.96 15.11 22,665	32,403.75 15.57 23,355	33,375.88 16.06 24,090	34,377.15 16.53 24,795	35,408.46 17.03 25,545	36,470.72 17.54 26,310	37,564.82 18.08 27,120	38,691.78 18.60 27,900	39,852.53 19.17 28,755	41,048.11 19.75 29,625	42,279.54 20.34 30,510	43,547.96 20.94 31,410	44,854.37 21.58 32,370
GRADE 14 Ex (6L0) H O	32,523.84 15.62 23,430	33,499.55 16.11 24,165	34,504.53 16.60 24,900	35,539.66 17.09 25,635	36,605.84 17.59 26,385	37,704.01 18.13 27,195	38,835.15 18.68 28,020	40,000.21 19.23 28,845	41,200.20 19.81 29,715	42,436.21 20.41 30,615	43,709.27 21.03 31,545	45,020.58 21.66 32,490	46,371.20 22.32 33,480
GRADE 14A Ex (6LA) H O	33,662.17 16.17 24,255	34,672.02 16.67 25,005	35,712.19 17.17 25,755	36,783.53 17.69 26,535	37,887.05 18.22 27,330	39,023.64 18.77 28,155	40,194.38 19.33 28,995	41,400.22 19.90 29,850	42,642.21 20.50 30,750	43,921.48 21.13 31,695	45,239.12 21.76 32,640	46,596.29 22.41 33,615	47,994.16 23.07 34,605
GRADE 15 Ex (6M0) H O	34,800.49 16.73 25,095	35,844.51 17.23 25,845	36,919.84 17.75 26,625	38,027.44 18.30 27,450	39,168.25 18.85 28,275	40,343.31 19.41 29,115	41,553.61 20.00 30,000	42,800.22 20.58 30,870	44,084.22 21.21 31,815	45,406.75 21.84 32,760	46,768.95 22.49 33,735	48,172.01 23.16 34,740	49,617.16 23.86 35,790
GRADE 15A Ex (6MA) H O	36,018.51 17.34 26,010	37,099.06 17.83 26,745	38,212.02 18.38 27,570	39,358.40 18.94 28,410	40,539.14 19.52 29,280	41,755.32 20.11 30,165	43,007.99 20.70 31,050	44,298.23 21.32 31,980	45,627.17 21.94 32,910	46,995.98 22.60 33,900	48,405.86 23.30 34,950	49,858.04 23.99 35,985	51,353.77 24.71 37,065
GRADE 16 Ex (6N0) H O	37,236.53 17.91 26,865	38,353.62 18.45 27,675	39,504.22 19.02 28,530	40,689.34 19.58 29,370	41,910.04 20.17 30,255	43,167.33 20.77 31,155	44,462.35 21.39 32,085	45,796.22 22.02 33,030	47,170.11 22.70 34,050	48,585.22 23.39 35,085	50,042.77 24.08 36,120	51,544.05 24.80 37,200	53,090.37 25.55 38,325
GRADE 16A Ex (6NA) H O	38,539.80 18.52 27,780	39,695.99 19.09 28,635	40,886.87 19.65 29,475	42,113.50 20.25 30,375	43,376.88 20.87 31,305	44,678.19 21.50 32,250	46,018.55 22.17 33,255	47,399.08 22.82 34,230	48,821.07 23.50 35,250	50,285.70 24.19 36,285	51,794.27 24.94 37,410	53,348.09 25.69 38,535	54,948.53 26.46 39,690
GRADE 17 Ex (6O0) H O	39,843.08 19.16 28,740	41,038.38 19.74 29,610	42,269.52 20.33 30,495	43,537.61 20.93 31,395	44,843.74 21.57 32,355	46,189.06 22.23 33,345	47,574.71 22.89 34,335	49,001.97 23.57 35,355	50,472.01 24.28 36,420	51,986.17 25.01 37,515	53,545.75 25.75 38,625	55,152.14 26.52 39,780	56,806.69 27.31 40,965

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 17A Ex (60A) H O	41,237.61 19.82 29,730	42,474.71 20.42 30,630	43,748.96 21.04 31,560	45,061.42 21.67 32,505	46,413.25 22.33 33,495	47,805.66 22.99 34,485	49,239.83 23.67 35,505	50,717.02 24.39 36,585	52,238.55 25.11 37,665	53,805.71 25.86 38,790	55,419.86 26.67 40,005	57,082.45 27.45 41,175	58,794.93 28.27 42,405
GRADE 18 Ex (6P0) H O	42,632.09 20.49 30,735	43,911.05 21.12 31,680	45,228.38 21.74 32,610	46,585.24 22.39 33,585	47,982.80 23.06 34,590	49,422.28 23.76 35,640	50,904.96 24.49 36,735	52,432.11 25.21 37,815	54,005.06 25.98 38,970	55,625.20 26.78 40,170	57,293.96 27.58 41,370	59,012.79 28.41 42,615	60,783.15 29.25 43,875
GRADE 18A Ex (6PA) H O	44,124.22 21.22 31,830	45,447.93 21.85 32,775	46,811.39 22.50 33,750	48,215.74 23.18 34,770	49,662.19 23.88 35,820	51,152.06 24.60 36,900	52,686.61 25.34 38,010	54,267.22 26.11 39,165	55,895.25 26.88 40,320	57,572.09 27.68 41,520	59,299.27 28.51 42,765	61,078.23 29.35 44,025	62,910.59 30.26 45,390
GRADE 19 Ex (6Q0) H O	45,616.34 21.93 32,895	46,984.84 22.59 33,885	48,394.37 23.28 34,920	49,846.20 23.97 35,955	51,341.59 24.68 37,020	52,881.85 25.44 38,160	54,488.30 26.20 39,300	56,102.35 26.98 40,470	57,785.42 27.80 41,700	59,518.97 28.62 42,930	61,304.55 29.50 44,250	63,143.69 30.37 45,555	65,037.99 31.29 46,935
GRADE 19A Ex (6QA) H O	47,212.91 22.72 34,080	48,629.30 23.41 35,115	50,088.17 24.10 36,150	51,590.82 24.82 37,230	53,138.55 25.57 38,355	54,732.71 26.32 39,480	56,374.66 27.11 40,665	58,065.94 27.93 41,895	59,807.90 28.78 43,170	61,602.14 29.65 44,475	63,450.20 30.52 45,780	65,353.72 31.43 47,145	67,314.32 32.39 48,585
GRADE 20 Ex (6R0) H O	48,809.48 23.47 35,205	50,273.74 24.16 36,240	51,781.96 24.90 37,350	53,335.44 25.67 38,505	54,935.50 26.44 39,660	56,583.57 27.23 40,845	58,281.08 28.04 42,060	60,029.51 28.90 43,350	61,830.39 29.75 44,625	63,685.30 30.64 45,960	65,595.86 31.56 47,340	67,563.73 32.50 48,750	69,590.65 33.48 50,220
GRADE 20A Ex (6RA) H O	50,517.81 24.31 36,465	52,033.35 25.04 37,560	53,594.35 25.78 38,670	55,202.19 26.55 39,825	56,858.25 27.34 41,010	58,564.00 28.17 42,255	60,320.90 29.02 43,530	62,130.53 29.89 44,835	63,994.45 30.80 46,200	65,914.27 31.71 47,565	67,891.72 32.65 48,975	69,928.47 33.64 50,460	72,026.30 34.64 51,960
GRADE 21 Ex (6S0) H O	52,226.14 25.10 37,650	53,792.92 25.86 38,790	55,406.71 26.66 39,990	57,068.93 27.44 41,160	58,780.98 28.26 42,390	60,544.43 29.13 43,695	62,360.74 30.00 45,000	64,231.56 30.90 46,350	66,158.51 31.83 47,745	68,143.27 32.77 49,155	70,187.58 33.75 50,625	72,293.19 34.76 52,140	74,462.01 35.81 53,715
GRADE 21A Ex (6SA) H O	54,054.05 26.00 39,000	55,675.69 26.80 40,200	57,345.96 27.60 41,400	59,066.33 28.43 42,645	60,838.32 29.27 43,905	62,663.47 30.17 45,255	64,543.36 31.06 46,590	66,479.69 31.99 47,985	68,474.06 32.97 49,455	70,528.29 33.95 50,925	72,644.13 34.96 52,440	74,823.47 36.01 54,015	77,068.15 37.09 55,635
GRADE 22 Ex (6T0) H O	55,881.97 26.87 40,305	57,558.42 27.67 41,505	59,285.17 28.50 42,750	61,063.75 29.34 44,010	62,895.65 30.25 45,375	64,782.55 31.15 46,725	66,726.00 32.07 48,105	68,727.78 33.05 49,575	70,789.61 34.04 51,060	72,913.30 35.08 52,620	75,100.68 36.12 54,180	77,353.73 37.21 55,815	79,674.32 38.33 57,495
GRADE 22A Ex (6TA) H O	57,837.84 27.82 41,730	59,572.98 28.64 42,960	61,360.19 29.52 44,280	63,200.96 30.39 45,585	65,097.00 31.31 46,965	67,049.92 32.27 48,405	69,061.42 33.20 49,800	71,133.23 34.21 51,315	73,267.26 35.23 52,845	75,465.26 36.29 54,435	77,729.24 37.37 56,055	80,061.11 38.49 57,735	82,462.94 39.66 59,490



## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 23 Ex (6U0) H O	59,793.71 28.72 43,080	61,587.52 29.63 44,445	63,435.16 30.50 45,750	65,338.19 31.41 47,115	67,298.37 32.37 48,555	69,317.28 33.35 50,025	71,396.82 34.34 51,510	73,538.73 35.35 53,025	75,744.89 36.43 54,645	78,017.24 37.51 56,265	80,357.75 38.63 57,945	82,768.48 39.79 59,685	85,251.53 41.00 61,500
GRADE 23A Ex (6UA) H O	61,886.49 29.75 44,625	63,743.09 30.64 45,960	65,655.38 31.56 47,340	67,625.03 32.51 48,765	69,653.79 33.50 50,250	71,743.42 34.51 51,765	73,895.70 35.54 53,310	76,112.58 36.60 54,900	78,395.96 37.70 56,550	80,747.83 38.82 58,230	83,170.26 39.99 59,985	85,665.37 41.19 61,785	88,235.33 42.43 63,645
GRADE 24 Ex (6V0) H O	63,979.27 30.76 46,140	65,898.64 31.68 47,520	67,875.63 32.63 48,945	69,911.89 33.61 50,415	72,009.23 34.62 51,930	74,169.52 35.67 53,505	76,394.58 36.73 55,095	78,686.43 37.84 56,760	81,047.03 38.98 58,470	83,478.45 40.13 60,195	85,982.78 41.34 62,010	88,562.27 42.60 63,900	91,219.15 43.87 65,805
GRADE 24A Ex (6VA) H O	66,218.56 31.84 47,760	68,205.11 32.79 49,185	70,251.26 33.76 50,640	72,358.80 34.78 52,170	74,529.56 35.83 53,745	76,765.44 36.91 55,365	79,068.41 38.01 57,015	81,440.45 39.15 58,725	83,883.67 40.34 60,510	86,400.18 41.55 62,325	88,992.18 42.79 64,185	91,661.96 44.07 66,105	94,411.81 45.39 68,085
GRADE 25 Ex (6W0) H O	68,457.82 32.92 49,380	70,511.55 33.90 50,850	72,626.90 34.91 52,365	74,805.70 35.97 53,955	77,049.88 37.04 55,560	79,361.40 38.16 57,240	81,742.22 39.32 58,980	84,194.48 40.49 60,735	86,720.34 41.70 62,550	89,321.93 42.95 64,425	92,001.59 44.24 66,360	94,761.64 45.55 68,325	97,604.49 46.93 70,395
GRADE 25A Ex (6WA) H O	70,853.85 34.07 51,105	72,979.47 35.10 52,650	75,168.82 36.15 54,225	77,423.91 37.23 55,845	79,746.63 38.35 57,525	82,139.01 39.50 59,250	84,603.20 40.69 61,035	87,141.29 41.91 62,865	89,755.55 43.17 64,755	92,448.20 44.46 66,690	95,221.66 45.80 68,700	98,078.29 47.17 70,755	101,020.65 48.58 72,870
GRADE 26 Ex (6X0) H O	73,249.86 35.23 52,845	75,447.37 36.29 54,435	77,710.79 37.37 56,055	80,042.10 38.49 57,735	82,443.36 39.65 59,475	84,916.68 40.83 61,245	87,464.18 42.06 63,090	90,088.11 43.31 64,965	92,790.74 44.62 66,930	95,574.47 45.96 68,940	98,441.69 47.33 70,995	101,394.96 48.75 73,125	104,436.78 50.21 75,315
GRADE 26A Ex (6XA) H O	75,813.63 36.46 54,690	78,088.03 37.56 56,340	80,430.67 38.68 58,020	82,843.59 39.84 59,760	85,328.89 41.04 61,560	87,888.75 42.25 63,375	90,525.42 43.53 65,295	93,241.18 44.85 67,275	96,038.43 46.19 69,285	98,919.57 47.58 71,370	101,887.15 48.99 73,485	104,943.75 50.48 75,720	108,092.10 51.99 77,985
GRADE 27 Ex (6Y0) H O	78,377.36 37.69 56,535	80,728.67 38.81 58,215	83,150.55 39.98 59,970	85,645.05 41.18 61,770	88,214.41 42.42 63,630	90,860.84 43.70 65,550	93,586.66 44.99 67,485	96,394.28 46.34 69,510	99,286.08 47.74 71,610	102,264.66 49.18 73,770	105,332.62 50.64 75,960	108,492.59 52.17 78,255	111,747.39 53.74 80,610
GRADE 27A Ex (6YA) H O	81,120.57 39.01 58,515	83,554.17 40.16 60,240	86,060.81 41.37 62,055	88,642.63 42.63 63,945	91,301.91 43.90 65,850	94,040.97 45.22 67,830	96,862.19 46.57 69,855	99,768.05 47.98 71,970	102,761.12 49.41 74,115	105,843.94 50.88 76,320	109,019.24 52.42 78,630	112,289.82 53.99 80,985	115,658.52 55.61 83,415
GRADE 28 Ex (6Z0) H O	83,863.78 40.32 60,480	86,379.69 41.53 62,295	88,971.06 42.77 64,155	91,640.23 44.06 66,090	94,389.42 45.38 68,070	97,221.12 46.73 70,095	100,137.73 48.15 72,225	103,141.86 49.59 74,385	106,236.12 51.08 76,620	109,423.20 52.63 78,945	112,705.89 54.21 81,315	116,087.08 55.84 83,760	119,569.71 57.51 86,265

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 28A Ex (62A) H O	86,799.01 41.73 62.595	89,402.97 43.00 64.500	92,085.05 44.28 66.420	94,847.64 45.60 68.400	97,693.05 46.98 70.470	100,623.84 48.39 72.585	103,642.56 49.83 74.745	106,751.83 51.33 76.995	109,954.39 52.86 79.290	113,253.02 54.44 81.660	116,650.59 56.08 84.120	120,150.15 57.76 86.640	123,754.64 59.50 89.250
GRADE 29 Ex (600) H O	89,734.22 43.16 64.740	92,426.27 44.45 66.675	95,199.05 45.79 68.685	98,055.03 47.16 70.740	100,996.67 48.57 72.855	104,026.57 50.03 75.045	107,147.39 51.54 77.310	110,361.79 53.08 79.620	113,672.64 54.69 82.035	117,082.83 56.32 84.480	120,595.33 58.01 87.015	124,213.17 59.73 89.595	127,939.57 61.53 92.295
GRADE 29A Ex (60A) H O	92,874.93 44.65 66.975	95,661.17 46.00 69.000	98,531.02 47.38 71.070	101,486.97 48.80 73.200	104,531.56 50.27 75.405	107,667.51 51.78 77.670	110,897.54 53.34 80.010	114,224.46 54.94 82.410	117,651.19 56.59 84.885	121,180.73 58.27 87.405	124,816.15 60.03 90.045	128,560.63 61.82 92.730	132,417.46 63.68 95.520
GRADE 30 Ex (610) H O	96,015.61 46.15 69.225	98,896.11 47.54 71.310	101,862.98 48.97 73.455	104,918.89 50.46 75.690	108,066.43 51.96 77.940	111,308.43 53.52 80.280	114,647.68 55.11 82.665	118,087.12 56.79 85.185	121,629.73 58.48 87.720	125,278.63 60.26 90.390	129,036.99 62.06 93.090	132,908.09 63.90 95.850	136,895.32 65.83 98.745
GRADE 30A Ex (61A) H O	99,376.17 47.79 71.685	102,357.47 49.23 73.845	105,428.19 50.71 76.065	108,591.04 52.22 78.330	111,848.78 53.80 80.700	115,204.23 55.41 83.115	118,660.35 57.07 85.605	122,220.17 58.79 88.185	125,886.78 60.54 90.810	129,663.38 62.36 93.540	133,553.28 64.23 96.345	137,559.87 66.15 99.225	141,686.66 68.15 102.225
GRADE 31 Ex (620) H O	102,736.73 49.40 74.100	105,818.84 50.87 76.305	108,993.40 52.40 78.600	112,263.21 53.97 80.955	115,631.09 55.59 83.385	119,100.04 57.25 85.875	122,673.03 58.97 88.455	126,353.22 60.74 91.110	130,143.82 62.57 93.855	134,048.14 64.46 96.690	138,069.57 66.41 99.615	142,211.54 68.39 102.585	146,478.02 70.43 105.645
GRADE 31A Ex (62A) H O	106,332.52 51.12 76.680	109,522.49 52.66 78.990	112,808.16 54.24 81.360	116,192.41 55.88 83.820	119,678.18 57.55 86.325	123,268.52 59.28 88.920	126,966.57 61.06 91.590	130,775.58 62.87 94.305	134,698.84 64.77 97.155	138,739.82 66.70 100.050	142,902.00 68.72 103.080	147,189.06 70.78 106.170	151,604.75 72.91 109.365
GRADE 32 Ex (630) H O	109,928.32 52.84 79.260	113,226.15 54.43 81.645	116,622.93 56.07 84.105	120,121.62 57.75 86.625	123,725.26 59.49 89.235	127,437.03 61.28 91.920	131,260.13 63.11 94.665	135,197.93 65.00 97.500	139,253.87 66.96 100.440	143,431.50 68.96 103.440	147,734.43 71.03 106.545	152,166.46 73.17 109.755	156,731.46 75.36 113.040
GRADE 32A Ex (63A) H O	113,775.78 54.71 82.065	117,189.06 56.36 84.540	120,704.75 58.06 87.090	124,325.88 59.79 89.685	128,055.67 61.57 92.355	131,897.33 63.42 95.130	135,854.25 65.35 98.025	139,929.87 67.28 100.920	144,127.77 69.30 103.950	148,451.59 71.38 107.070	152,905.14 73.53 110.295	157,492.29 75.73 113.595	162,217.07 78.00 117.000
GRADE 33 Ex (640) H O	117,623.26 56.55 84.825	121,151.99 58.24 87.360	124,786.54 60.01 90.015	128,530.13 61.80 92.700	132,386.04 63.66 95.490	136,357.61 65.56 98.340	140,448.34 67.54 101.310	144,661.78 69.56 104.340	149,001.64 71.64 107.460	153,471.68 73.79 110.685	158,075.88 76.01 114.015	162,818.11 78.30 117.450	167,702.68 80.63 120.945
GRADE 33A Ex (64A) H O	121,740.09 58.52 87.780	125,392.30 60.29 90.435	129,154.08 62.10 93.150	133,028.69 63.96 95.940	137,019.55 65.88 98.820	141,130.13 67.85 101.775	145,364.02 69.89 104.835	149,724.93 71.98 107.970	154,216.70 74.15 111.225	158,843.22 76.36 114.540	163,608.51 78.66 117.990	168,516.77 81.04 121.560	173,572.27 83.45 125.175



## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 34 (650)	Ex 125,856.89 H 60.50 O 90,750	129,632.63 62.32 93,480	133,521.60 64.20 96,300	137,527.24 66.12 99,180	141,653.05 68.11 102,165	145,902.66 70.15 105,225	150,279.72 72.26 108,390	154,788.12 74.42 111,630	159,431.76 76.66 114,990	164,214.72 78.96 118,440	169,141.17 81.33 121,995	174,215.38 83.78 125,670	179,441.87 86.29 129,435
GRADE 34A (65A)	Ex 130,261.89 H 62.63 O 93,945	134,169.77 64.50 96,750	138,194.85 66.46 99,690	142,340.71 68.44 102,660	146,610.92 70.48 105,720	151,009.24 72.60 108,900	155,539.51 74.78 112,170	160,205.70 77.02 115,530	165,011.87 79.34 119,010	169,962.22 81.71 122,565	175,061.10 84.16 126,240	180,312.92 86.71 130,065	185,722.35 89.29 133,935
GRADE 35 (660)	Ex 134,666.88 H 64.75 O 97,125	138,706.89 66.69 100,035	142,868.10 68.70 103,050	147,154.15 70.76 106,140	151,568.77 72.89 109,335	156,115.84 75.07 112,605	160,799.31 77.32 115,980	165,623.28 79.64 119,460	170,591.98 82.02 123,030	175,709.75 84.49 126,735	180,981.06 87.03 130,545	186,410.43 89.63 134,445	192,002.80 92.33 138,495
GRADE 35A (66A)	Ex 139,380.22 H 67.01 O 100,515	143,561.66 69.02 103,530	147,868.48 71.09 106,635	152,304.55 73.22 109,830	156,873.68 75.41 113,115	161,579.89 77.69 116,535	166,427.28 80.02 120,030	171,420.10 82.43 123,645	176,562.70 84.90 127,350	181,859.58 87.43 131,145	187,315.41 90.06 135,090	192,934.82 92.76 139,140	198,722.90 95.54 143,310
GRADE 36 (670)	Ex 144,093.57 H 69.28 O 103,920	148,416.39 71.35 107,025	152,868.88 73.50 110,250	157,454.93 75.70 113,550	162,178.59 77.97 116,955	167,043.95 80.32 120,480	172,055.27 82.73 124,095	177,216.92 85.21 127,815	182,533.43 87.79 131,685	188,009.42 90.41 135,615	193,649.74 93.12 139,680	199,459.20 95.91 143,865	205,443.00 98.78 148,170
GRADE 36A (67A)	Ex 149,136.83 H 71.72 O 107,580	153,610.98 73.86 110,790	158,219.29 76.08 114,120	162,965.85 78.37 117,555	167,854.85 80.71 121,065	172,890.48 83.13 124,695	178,077.19 85.64 128,460	183,419.50 88.18 132,270	188,922.08 90.82 136,230	194,589.75 93.54 140,310	200,427.46 96.34 144,510	206,440.27 99.25 148,875	212,633.50 102.22 153,330

GRADE		STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 1	Ex	19,819.67	20,414.25	21,026.68	21,657.49	22,307.22	22,976.42	23,665.72
	H	9.63	9.92	10.20	10.52	10.83	11.15	11.49
	O	14.445	14.880	15.300	15.780	16.245	16.725	17.235
GRADE 1A	Ex	20,513.36	21,128.76	21,762.63	22,415.49	23,087.96	23,780.62	24,494.03
	H	9.88	10.16	10.47	10.78	11.10	11.44	11.78
	O	14.820	15.240	15.705	16.170	16.650	17.160	17.670
GRADE 2	Ex	21,207.04	21,843.26	22,498.55	23,173.51	23,868.72	24,584.78	25,322.31
	H	10.20	10.52	10.82	11.14	11.50	11.83	12.19
	O	15.300	15.780	16.230	16.710	17.250	17.745	18.285
GRADE 2A	Ex	21,949.29	22,607.78	23,286.02	23,984.58	24,704.11	25,445.27	26,208.60
	H	10.56	10.86	11.20	11.55	11.89	12.24	12.63
	O	15.840	16.290	16.800	17.325	17.835	18.360	18.945
GRADE 3 (6A0)	Ex	22,691.53	23,372.29	24,073.46	24,795.65	25,539.52	26,305.68	27,094.88
	H	10.90	11.23	11.58	11.92	12.27	12.66	13.02
	O	16.350	16.845	17.370	17.880	18.405	18.990	19.530
GRADE 3A (6AA)	Ex	23,485.73	24,190.30	24,916.03	25,663.50	26,433.41	27,226.41	28,043.20
	H	11.31	11.64	11.98	12.33	12.73	13.10	13.50
	O	16.965	17.460	17.970	18.495	19.095	19.650	20.250
GRADE 4 (6B0)	Ex	24,279.95	25,008.33	25,758.59	26,531.35	27,327.29	28,147.11	28,991.52
	H	11.69	12.04	12.40	12.77	13.14	13.54	13.94
	O	17.535	18.060	18.600	19.155	19.710	20.310	20.910
GRADE 4A (6BA)	Ex	25,129.77	25,883.65	26,660.14	27,459.93	28,283.75	29,132.27	30,006.22
	H	12.10	12.45	12.82	13.21	13.61	14.02	14.42
	O	18.150	18.675	19.230	19.815	20.415	21.030	21.630
GRADE 5 (6C0)	Ex	25,979.54	26,758.92	27,561.69	28,388.54	29,240.19	30,117.40	31,020.92
	H	12.49	12.87	13.26	13.65	14.06	14.48	14.93
	O	18.735	19.305	19.890	20.475	21.090	21.720	22.395
GRADE 5A (6CA)	Ex	26,888.83	27,695.48	28,526.34	29,382.15	30,263.61	31,171.50	32,106.65
	H	12.96	13.35	13.77	14.18	14.61	15.03	15.48
	O	19.440	20.025	20.655	21.270	21.915	22.545	23.220
GRADE 6 (6D0)	Ex	27,798.10	28,632.05	29,491.01	30,375.75	31,287.02	32,225.62	33,192.40
	H	13.38	13.80	14.21	14.64	15.06	15.52	16.00
	O	20.070	20.700	21.315	21.960	22.590	23.280	24.000

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 6A Ex (6DA) H O	28,771.05 13.85 20.775	29,634.18 14.26 21.390	30,523.18 14.70 22.050	31,438.90 15.12 22.680	32,382.05 15.58 23.370	33,353.53 16.06 24.090	34,354.14 16.53 24.795
GRADE 7 Ex (6EO) H O	29,743.98 14.31 21.465	30,636.29 14.74 22.110	31,555.39 15.17 22.755	32,502.05 15.63 23.445	33,477.10 16.10 24.150	34,481.40 16.59 24.885	35,515.87 17.07 25.605
GRADE 7A Ex (6EA) H O	30,785.01 14.80 22.200	31,708.56 15.26 22.890	32,659.82 15.71 23.565	33,639.64 16.17 24.255	34,648.79 16.66 24.990	35,688.26 17.16 25.740	36,758.94 17.68 26.520
GRADE 8 Ex (6FO) H O	31,826.06 15.32 22.980	32,780.84 15.78 23.670	33,764.26 16.25 24.375	34,777.19 16.73 25.095	35,820.51 17.22 25.830	36,895.11 17.74 26.610	38,001.98 18.28 27.420
GRADE 8A Ex (6FA) H O	32,939.97 15.86 23.790	33,928.17 16.33 24.495	34,946.00 16.83 25.245	35,994.39 17.34 26.010	37,074.21 17.83 26.745	38,186.45 18.37 27.555	39,332.03 18.93 28.395
GRADE 9 Ex (6GO) H O	34,053.87 16.41 24.615	35,075.50 16.92 25.380	36,127.75 17.42 26.130	37,211.61 17.96 26.940	38,327.95 18.48 27.720	39,477.79 19.04 28.560	40,662.11 19.60 29.400
GRADE 9A Ex (6GA) H O	35,245.74 16.97 25.455	36,303.15 17.47 26.205	37,392.23 18.01 27.015	38,514.01 18.53 27.795	39,669.42 19.10 28.650	40,859.48 19.66 29.490	42,085.29 20.26 30.390
GRADE 10 Ex (6HO) H O	36,437.65 17.52 26.280	37,530.80 18.06 27.090	38,656.68 18.58 27.870	39,816.40 19.15 28.725	41,010.90 19.72 29.580	42,241.20 20.31 30.465	43,508.46 20.92 31.380
GRADE 10A Ex (6HA) H O	37,712.96 18.14 27.210	38,844.34 18.68 28.020	40,009.68 19.23 28.845	41,209.97 19.81 29.715	42,446.27 20.41 30.615	43,719.65 21.03 31.545	45,031.26 21.66 32.490
GRADE 11 Ex (6IO) H O	38,988.29 18.75 28.125	40,157.93 19.31 28.965	41,362.65 19.89 29.835	42,603.55 20.49 30.735	43,881.65 21.12 31.680	45,198.12 21.74 32.610	46,554.04 22.39 33.585
GRADE 11A Ex (6IA) H O	40,352.87 19.43 29.145	41,563.45 20.02 30.030	42,810.38 20.62 30.930	44,094.66 21.23 31.845	45,417.51 21.86 32.790	46,780.05 22.52 33.780	48,183.45 23.20 34.800

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 12 Ex (6J0)	41,717.45	42,988.99	44,258.07	45,585.80	46,953.36	48,361.97	49,812.84
	20.09	20.68	21.29	21.92	22.58	23.27	23.96
	30.135	31.020	31.935	32.880	33.870	34.905	35.940
GRADE 12A Ex (6JA)	43,177.56	44,472.89	45,807.09	47,181.28	48,596.73	50,054.64	51,556.28
	20.77	21.39	22.03	22.71	23.40	24.09	24.81
	31.155	32.085	33.045	34.065	35.100	36.135	37.215
GRADE 13 Ex (6K0)	44,637.69	45,976.82	47,356.11	48,776.80	50,240.09	51,747.31	53,299.73
	21.48	22.15	22.80	23.48	24.17	24.90	25.67
	32.220	33.225	34.200	35.220	36.255	37.350	38.505
GRADE 13A Ex (6KA)	46,200.01	47,586.01	49,013.58	50,483.99	51,998.51	53,558.46	55,165.23
	22.24	22.91	23.59	24.30	25.03	25.77	26.54
	33.360	34.365	35.385	36.450	37.545	38.655	39.810
GRADE 14 Ex (6L0)	47,762.33	49,195.19	50,671.05	52,191.19	53,756.93	55,369.63	57,030.71
	22.98	23.67	24.39	25.11	25.86	26.64	27.43
	34.470	35.505	36.585	37.665	38.790	39.960	41.145
GRADE 14A Ex (6LA)	49,434.02	50,917.03	52,444.55	54,017.88	55,638.40	57,307.58	59,026.80
	23.77	24.50	25.22	25.99	26.79	27.59	28.42
	35.655	36.750	37.830	38.985	40.185	41.385	42.630
GRADE 15 Ex (6M0)	51,105.70	52,638.84	54,218.02	55,844.56	57,519.90	59,245.50	61,022.87
	24.59	25.33	26.10	26.87	27.67	28.50	29.34
	36.885	37.995	39.150	40.305	41.505	42.750	44.010
GRADE 15A Ex (6MA)	52,894.39	54,481.21	56,115.66	57,799.12	59,533.10	61,319.08	63,158.67
	25.45	26.21	26.99	27.81	28.63	29.50	30.37
	38.175	39.315	40.485	41.715	42.945	44.250	45.555
GRADE 16 Ex (6N0)	54,683.07	56,323.58	58,013.29	59,753.67	61,546.30	63,392.69	65,294.47
	26.29	27.08	27.90	28.73	29.61	30.48	31.40
	39.435	40.620	41.850	43.095	44.415	45.720	47.100
GRADE 16A Ex (6NA)	56,596.98	58,294.89	60,043.75	61,845.06	63,700.41	65,611.43	67,579.77
	27.25	28.07	28.92	29.77	30.67	31.59	32.53
	40.875	42.105	43.380	44.655	46.005	47.385	48.795
GRADE 17 Ex (6O0)	58,510.90	60,266.22	62,074.21	63,936.44	65,854.54	67,830.17	69,865.08
	28.14	28.99	29.86	30.76	31.68	32.62	33.60
	42.210	43.485	44.790	46.140	47.520	48.930	50.400

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 17A Ex (6OA)	60,558.78	62,375.54	64,246.80	66,174.21	68,159.44	70,204.21	72,310.34
	29.14	30.01	30.91	31.84	32.79	33.76	34.77
	O 43.710	45.015	46.365	47.760	49.185	50.640	52.155
GRADE 18 Ex (6P0)	62,606.65	64,484.85	66,419.41	68,412.02	70,464.36	72,578.28	74,755.61
	H 30.14	31.04	31.97	32.95	33.93	34.94	35.99
	O 45.210	46.560	47.955	49.425	50.895	52.410	53.985
GRADE 18A Ex (6PA)	64,797.90	66,741.83	68,744.09	70,806.40	72,930.60	75,118.51	77,372.05
	H 31.16	32.08	33.06	34.05	35.08	36.12	37.21
	O 46.740	48.120	49.590	51.075	52.620	54.180	55.815
GRADE 19 Ex (6Q0)	66,989.12	68,998.82	71,068.75	73,200.86	75,396.84	77,658.76	79,988.52
	H 32.23	33.18	34.19	35.22	36.28	37.36	38.48
	O 48.345	49.770	51.285	52.830	54.420	56.040	57.720
GRADE 19A Ex (6QA)	69,333.74	71,413.76	73,556.16	75,762.86	78,035.76	80,376.82	82,788.14
	H 33.37	34.36	35.38	36.45	37.54	38.67	39.83
	O 50.055	51.540	53.070	54.675	56.310	58.005	59.745
GRADE 20 Ex (6R0)	71,678.38	73,828.72	76,043.59	78,324.89	80,674.65	83,094.87	85,587.73
	H 34.50	35.53	36.59	37.69	38.81	39.98	41.18
	O 51.750	53.295	54.885	56.535	58.215	59.970	61.770
GRADE 20A Ex (6RA)	74,187.11	76,412.71	78,705.10	81,066.25	83,498.25	86,003.20	88,583.29
	H 35.69	36.77	37.87	39.00	40.15	41.36	42.61
	O 53.535	55.155	56.805	58.500	60.225	62.040	63.915
GRADE 21 Ex (6S0)	76,695.85	78,996.72	81,366.64	83,807.64	86,321.84	88,911.49	91,578.85
	H 36.89	37.99	39.13	40.32	41.53	42.77	44.05
	O 55.335	56.985	58.695	60.480	62.295	64.155	66.075
GRADE 21A Ex (6SA)	79,380.20	81,761.60	84,214.46	86,740.91	89,343.13	92,023.42	94,784.12
	H 38.20	39.35	40.52	41.73	42.99	44.27	45.59
	O 57.300	59.025	60.780	62.595	64.485	66.405	68.385
GRADE 22 Ex (6T0)	82,064.55	84,526.51	87,062.29	89,674.16	92,364.38	95,135.31	97,989.37
	H 39.47	40.67	41.89	43.15	44.42	45.76	47.13
	O 59.205	61.005	62.835	64.725	66.630	68.640	70.695
GRADE 22A Ex (6TA)	84,936.84	87,484.94	90,109.47	92,812.75	95,597.13	98,465.06	101,418.99
	H 40.84	42.07	43.32	44.63	45.97	47.35	48.76
	O 61.260	63.105	64.980	66.945	68.955	71.025	73.140

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 23 (6U0)	Ex	87,809.07	90,443.35	93,156.65	95,951.35	98,829.90	101,794.79
	H	42.21	43.49	44.80	46.13	47.52	48.94
	O	63.315	65.235	67.200	69.195	71.280	73.410
GRADE 23A (6UA)	Ex	90,882.40	93,608.88	96,417.13	99,309.67	102,288.93	105,357.59
	H	43.71	45.01	46.36	47.76	49.20	50.66
	O	65.565	67.515	69.540	71.640	73.800	75.990
GRADE 24 (6V0)	Ex	93,955.72	96,774.39	99,677.61	102,667.95	105,747.99	108,920.43
	H	45.19	46.54	47.95	49.38	50.85	52.36
	O	67.785	69.810	71.925	74.070	76.275	78.540
GRADE 24A (6VA)	Ex	97,244.17	100,161.50	103,166.35	106,261.32	109,449.17	112,732.65
	H	46.75	48.16	49.60	51.10	52.64	54.22
	O	70.125	72.240	74.400	76.650	78.960	81.330
GRADE 25 (6W0)	Ex	100,532.61	103,548.59	106,655.06	109,854.72	113,150.35	116,544.87
	H	48.34	49.79	51.29	52.82	54.40	56.04
	O	72.510	74.685	76.935	79.230	81.600	84.060
GRADE 25A (6WA)	Ex	104,051.26	107,172.80	110,387.99	113,699.61	117,110.61	120,623.94
	H	50.04	51.55	53.09	54.70	56.33	58.03
	O	75.060	77.325	79.635	82.050	84.495	87.045
GRADE 26 (6X0)	Ex	107,569.89	110,796.99	114,120.90	117,544.53	121,070.86	124,702.99
	H	51.71	53.27	54.87	56.52	58.21	59.97
	O	77.565	79.905	82.305	84.780	87.315	89.955
GRADE 26A (6XA)	Ex	111,334.85	114,674.89	118,115.15	121,658.60	125,308.35	129,067.58
	H	53.54	55.13	56.81	58.51	60.28	62.08
	O	80.310	82.695	85.215	87.765	90.420	93.120
GRADE 27 (6Y0)	Ex	115,099.79	118,552.78	122,109.36	125,772.67	129,545.83	133,432.21
	H	55.36	57.02	58.74	60.48	62.30	64.18
	O	83.040	85.530	88.110	90.720	93.450	96.270
GRADE 27A (6YA)	Ex	119,128.30	122,702.13	126,383.19	130,174.68	134,079.93	138,102.33
	H	57.27	58.99	60.76	62.60	64.47	66.43
	O	85.905	88.485	91.140	93.900	96.705	99.645
GRADE 28 (6Z0)	Ex	123,156.77	126,851.48	130,657.04	134,576.73	138,614.03	142,772.47
	H	59.24	61.01	62.83	64.73	66.66	68.66
	O	88.860	91.515	94.245	97.095	99.990	102.990

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 28A Ex (62A)	127,467.27 61.29 91.935	131,291.29 63.12 94.680	135,230.01 65.01 97.515	139,286.92 66.98 100.470	143,465.55 68.98 103.470	147,769.50 71.05 106.575	152,202.59 73.18 109.770
GRADE 29 Ex (600)	131,777.76 63.38 95.070	135,731.08 65.28 97.920	139,803.02 67.23 100.845	143,997.13 69.26 103.890	148,317.03 71.33 106.995	152,766.53 73.48 110.220	157,349.52 75.68 113.520
GRADE 29A Ex (60A)	136,389.99 65.58 98.370	140,481.66 67.57 101.355	144,696.14 69.60 104.400	149,037.01 71.67 107.505	153,508.11 73.82 110.730	158,113.36 76.04 114.060	162,856.76 78.34 117.510
GRADE 30 Ex (610)	141,002.21 67.80 101.700	145,232.26 69.84 104.760	149,589.23 71.93 107.895	154,076.91 74.11 111.165	158,699.21 76.32 114.480	163,460.17 78.60 117.900	168,364.00 80.96 121.440
GRADE 30A Ex (61A)	145,937.27 70.18 105.270	150,315.39 72.29 108.435	154,824.85 74.46 111.690	159,469.59 76.68 115.020	164,253.69 78.98 118.470	169,181.30 81.34 122.010	174,256.73 83.79 125.685
GRADE 31 Ex (620)	150,872.35 72.55 108.825	155,398.52 74.71 112.065	160,060.48 76.96 115.440	164,862.29 79.29 118.935	169,808.16 81.66 122.490	174,902.40 84.10 126.150	180,149.48 86.63 129.945
GRADE 31A Ex (62A)	156,152.89 75.09 112.635	160,837.47 77.34 116.010	165,662.59 79.66 119.490	170,632.48 82.03 123.045	175,751.45 84.52 126.780	181,023.99 87.04 130.560	186,454.71 89.64 134.460
GRADE 32 Ex (630)	161,433.42 77.64 116.460	166,276.41 79.96 119.940	171,264.71 82.35 123.525	176,402.65 84.81 127.215	181,694.73 87.37 131.055	187,145.58 90.00 135.000	192,759.95 92.69 139.035
GRADE 32A Ex (63A)	167,083.59 80.36 120.540	172,096.08 82.77 124.155	177,258.96 85.24 127.860	182,576.74 87.81 131.715	188,054.04 90.44 135.660	193,695.68 93.14 139.710	199,506.54 95.93 143.895
GRADE 33 Ex (640)	172,733.76 83.05 124.575	177,915.76 85.54 128.310	183,253.23 88.11 132.165	188,750.84 90.75 136.125	194,413.35 93.48 140.220	200,245.75 96.28 144.420	206,253.12 99.19 148.785
GRADE 33A Ex (64A)	178,779.43 85.95 128.925	184,142.81 88.53 132.795	189,667.08 91.20 136.800	195,357.09 93.93 140.895	201,217.81 96.74 145.110	207,254.35 99.65 149.475	213,471.98 102.65 153.975

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 34 (650)	Ex	184,825.12	190,369.88	196,080.96	201,963.41	208,022.29	214,262.96
	H	88.88	91.54	94.29	97.11	100.03	103.03
	O	133.320	137.310	141.435	145.665	150.045	154.545
GRADE 34A (65A)	Ex	191,294.01	197,032.82	202,943.78	209,032.11	215,303.07	221,762.16
	H	91.96	94.73	97.58	100.49	103.51	106.63
	O	137.940	142.095	146.370	150.735	155.265	159.945
GRADE 35 (660)	Ex	197,762.86	203,695.75	209,806.62	216,100.84	222,583.86	229,261.36
	H	95.10	97.96	100.90	103.91	107.03	110.24
	O	142.650	146.940	151.350	155.865	160.545	165.360
GRADE 35A (66A)	Ex	204,684.58	210,825.11	217,149.85	223,664.36	230,374.28	237,285.51
	H	98.40	101.36	104.40	107.54	110.78	114.10
	O	147.600	152.040	156.600	161.310	166.170	171.150
GRADE 36 (670)	Ex	211,606.28	217,954.46	224,493.09	231,227.88	238,164.73	245,309.65
	H	101.74	104.80	107.95	111.17	114.51	117.97
	O	152.610	157.200	161.925	166.755	171.765	176.955
GRADE 36A (67A)	Ex	219,012.49	225,582.87	232,350.35	239,320.86	246,500.48	253,895.49
	H	105.31	108.45	111.71	115.05	118.51	122.06
	O	157.965	162.675	167.565	172.575	177.765	183.090

220,690.85  
106.12  
159.180  
228,415.03  
109.82  
164.730  
236,139.21  
113.55  
170.325  
244,404.07  
117.51  
176.265  
252,668.96  
121.51  
182.265  
261,512.35  
125.74  
188.610